

Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Walt Disney Company

Meeting Date: 07/27/2018	Country: USA	Primary Security ID: 254687106	Meeting ID: 1245209
Record Date: 05/29/2018	Meeting Type: Special	Ticker: DIS	
Primary CUSIP: 254687106	Primary ISIN: US2546871060	Primary SEDOL: 2270726	Proxy Level: 5
	Shares Voted: 90	Votable Shares: 90	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 90

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Issue Shares in Connection with Acquisition	Mgmt	Yes	For	For	For	For		
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For		
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	07/17/2018	Auto-Approved	07/17/2018	90	90
Total Shares:							90	90	

Legg Mason, Inc.

Meeting Date: 07/31/2018	Country: USA	Primary Security ID: 524901105	Meeting ID: 1251257
Record Date: 05/24/2018	Meeting Type: Annual	Ticker: LM	
Primary CUSIP: 524901105	Primary ISIN: US5249011058	Primary SEDOL: 2510615	Proxy Level: 3
	Shares Voted: 10	Votable Shares: 10	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 10

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert E. Angelica	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Carol Anthony "John" Davidson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Michelle J. Goldberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Barry W. Huff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director John V. Murphy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Legg Mason, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Alison A. Quirk	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director W. Allen Reed	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Margaret Milner Richardson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Kurt L. Schmoke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Joseph A. Sullivan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	07/17/2018	Auto-Approved	07/17/2018	10	10
Total Shares:							10	10

Xerox Corporation

Meeting Date: 07/31/2018	Country: USA	Primary Security ID: 984121608	Meeting ID: 1250918
Record Date: 06/13/2018	Meeting Type: Annual	Ticker: XRX	
Primary CUSIP: 984121608	Primary ISIN: US9841216081	Primary SEDOL: BYWTW73	Proxy Level: 3
Total Ballots: 1	Shares Voted: 210	Votable Shares: 210	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 210

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory Q. Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Xerox Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Keith Cozza	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Jonathan Christodoro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Nicholas Graziano	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Cheryl Gordon Krongard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Scott Letier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Sara Martinez Tucker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Giovanni ('John') Visentin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the company recently entered into an employment agreement with new CEO John Visentin that provides for problematic modified single-trigger cash severance.</i>						
4	Adjourn Meeting	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that support is not warranted for Item 3.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblum Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	07/17/2018	Auto-Approved	07/17/2018	210	210
Total Shares:							210	210

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Eagle Materials Inc.

Meeting Date: 08/02/2018 **Country:** USA **Primary Security ID:** 26969P108 **Meeting ID:** 1251492
Record Date: 06/05/2018 **Meeting Type:** Annual **Ticker:** EXP

Primary CUSIP: 26969P108 **Primary ISIN:** US26969P1084 **Primary SEDOL:** 2191399 **Proxy Level:** 3
Shares Voted: 1,357 **Votable Shares:** 1,357 ***Shares on Loan:** 0 **Shares Instructed:** 1,357
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 F. William Barnett	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse.</i>							
1B	Elect Director Richard Beckwitt	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1C	Elect Director Ed H. Bowman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director after the election. Less than 30 percent of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	07/19/2018	Auto-Approved	07/19/2018	1,357	1,357
Total Shares:							1,357	1,357

EnerSys

Meeting Date: 08/02/2018 **Country:** USA **Primary Security ID:** 29275Y102 **Meeting ID:** 1251470
Record Date: 06/04/2018 **Meeting Type:** Annual **Ticker:** ENS

Primary CUSIP: 29275Y102 **Primary ISIN:** US29275Y1029 **Primary SEDOL:** B020GQ5 **Proxy Level:** 3
Shares Voted: 2,020 **Votable Shares:** 2,020 ***Shares on Loan:** 0 **Shares Instructed:** 2,020
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 Hwan-yoon F. Chung	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse.</i>							

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EnerSys

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.2	Elect Director Nelda J. Connors	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: There is both gender and racial diversity on the board.Less than '30'% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.									
1.3	Elect Director Arthur T. Katsaros	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: There is both gender and racial diversity on the board.Less than '30'% of the board is diverse.									
1.4	Elect Director Robert Magnus	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: There is both gender and racial diversity on the board.Less than '30'% of the board is diverse.									
2	Approve Qualified Employee Stock Purchase Plan	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.									
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
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	07/19/2018	Auto-Approved	07/19/2018	2,020	2,020
Total Shares:								2,020	2,020

SPRINT CORPORATION

Meeting Date: 08/07/2018	Country: USA	Primary Security ID: 85207U105	Meeting ID: 1251996
Record Date: 06/08/2018	Meeting Type: Annual	Ticker: S	
Primary CUSIP: 85207U105	Primary ISIN: US85207U1051	Primary SEDOL: BC4FF21	Proxy Level: 3
	Shares Voted: 1,790	Votable Shares: 1,790	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,790	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gordon Bethune	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The board is not majority independent.</i>							
1.2	Elect Director Marcelo Claude	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The board is not majority independent.</i>							

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SPRINT CORPORATION

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Michel Combes	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The board is not majority independent.</i>						
1.4	Elect Director Patrick Doyle	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The board is not majority independent.</i>						
1.5	Elect Director Ronald Fisher	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The board is not majority independent.</i>						
1.6	Elect Director Julius Genachowski	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The board is not majority independent.</i>						
1.7	Elect Director Stephen R. Kappes	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The board is not majority independent.</i>						
1.8	Elect Director Michael Mullen	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is both gender and racial diversity on the board. There is at least 30 percent diversity. The board is not majority independent.</i>						
1.9	Elect Director Masayoshi Son	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The board is not majority independent. The nominee attended less than 75% of the board and committee meetings that they were scheduled to attend during the previous fiscal year without a valid excuse (e.g. illness, work on behalf of the company, service to the nation).</i>						
1.10	Elect Director Sara Martinez Tucker	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The board is not majority independent.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	07/26/2018	Auto-Approved	07/26/2018	1,790	1,790
Total Shares:							1,790	1,790

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CA, Inc.

Meeting Date: 08/08/2018	Country: USA	Primary Security ID: 12673P105	Meeting ID: 1252936
Record Date: 06/11/2018	Meeting Type: Annual	Ticker: CA	
Primary CUSIP: 12673P105	Primary ISIN: US12673P1057	Primary SEDOL: 2214832	Proxy Level: 3
	Shares Voted: 4,040	Votable Shares: 4,040	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,040

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jens Alder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Nancy A. Altobello	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Raymond J. Bromark	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Michael P. Gregoire	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Jean M. Hobby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Rohit Kapoor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Jeffrey G. Katz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Kay Koplovitz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Christopher B. Lofgren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Richard Sulpizio	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

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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, 6728029082	6728029082	Confirmed	Auto-Instructed	07/17/2018	Auto-Approved	07/17/2018	4,040	4,040
Total Shares:							4,040	4,040

Commvault Systems, Inc.

Meeting Date: 08/23/2018	Country: USA	Primary Security ID: 204166102	Meeting ID: 1253335
Record Date: 06/29/2018	Meeting Type: Annual	Ticker: CVLT	
Primary CUSIP: 204166102	Primary ISIN: US2041661024	Primary SEDOL: B142B38	Proxy Level: 3
	Shares Voted: 2,011	Votable Shares: 2,011	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,011	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director N. Robert Hammer	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30 percent of the board is diverse.							
1.2	Elect Director Keith Geeslin	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30 percent of the board is diverse.							
1.3	Elect Director Gary B. Smith	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30 percent of the board is diverse.							
1.4	Elect Director Vivie "YY" Lee	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30 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	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	07/27/2018	Auto-Approved	07/27/2018	2,011	2,011
Total Shares:							2,011	2,011

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Commvault Systems, Inc.

Cigna Corp.

Meeting Date: 08/24/2018	Country: USA	Primary Security ID: 125509109	Meeting ID: 1255584
Record Date: 07/10/2018	Meeting Type: Special	Ticker: CI	
Primary CUSIP: 125509109	Primary ISIN: US1255091092	Primary SEDOL: 2196479	Proxy Level: 5
	Shares Voted: 593	Votable Shares: 593	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 593

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For		
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For		
Ballot Details									
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, 6728029082		6728029082	Confirmed	Auto-Instructed	08/13/2018	Auto-Approved	08/13/2018	490	490
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	08/13/2018	Auto-Approved	08/13/2018	103	103
Total Shares:								593	593

Casey's General Stores, Inc.

Meeting Date: 09/05/2018	Country: USA	Primary Security ID: 147528103	Meeting ID: 1257244
Record Date: 07/17/2018	Meeting Type: Annual	Ticker: CASY	
Primary CUSIP: 147528103	Primary ISIN: US1475281036	Primary SEDOL: 2179414	Proxy Level: 3
	Shares Voted: 1,332	Votable Shares: 1,332	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,332

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Terry W. Handley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Donald E. Frieson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Cara K. Heiden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Casey's General Stores, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
5	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a majority vote standard in uncontested director elections will provide shareholders with a more meaningful voice while improving director accountability.</i>							
6	Amendment to Articles of Incorporation to Provide that the Number of Directors be Determined by the Board from Time to Time	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as it could have an adverse impact on shareholders' rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	08/15/2018	Auto-Approved	08/15/2018	1,332	1,332
Total Shares:							1,332	1,332

CA, Inc.

Meeting Date: 09/12/2018	Country: USA	Primary Security ID: 12673P105	Meeting ID: 1259658
Record Date: 08/09/2018	Meeting Type: Special	Ticker: CA	
Primary CUSIP: 12673P105	Primary ISIN: US12673P1057	Primary SEDOL: 2214832	Proxy Level: 5
Shares Voted: 4,040		Votable Shares: 4,040	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 4,040

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For		
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For		
3	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For		
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	08/28/2018	Auto-Approved	08/28/2018	4,040	4,040

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

Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CA, Inc.

Total Shares:	4,040	4,040
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NIKE, Inc.

Meeting Date: 09/20/2018	Country: USA	Primary Security ID: 654106103	Meeting ID: 1256771
Record Date: 07/20/2018	Meeting Type: Annual	Ticker: NKE	
Primary CUSIP: 654106103	Primary ISIN: US6541061031	Primary SEDOL: 2640147	Proxy Level: 3
Total Ballots: 1	Shares Voted: 284	Votable Shares: 284	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 284

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan B. Graf, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director John C. Lechleiter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Michelle A. Peluso	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Report on Political Contributions Disclosure	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as more comprehensive information regarding Nike's political contribution spending and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of the company's political activities.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	08/28/2018	Auto-Approved	08/28/2018	284	284
Total Shares:							284	284

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Marathon Petroleum Corp.

Meeting Date: 09/24/2018	Country: USA	Primary Security ID: 56585A102	Meeting ID: 1258567
Record Date: 08/01/2018	Meeting Type: Special	Ticker: MPC	
Primary CUSIP: 56585A102	Primary ISIN: US56585A1025	Primary SEDOL: B3K3L40	Proxy Level: 5
	Shares Voted: 610	Votable Shares: 610	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 610

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For		
2	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For		
3	Approve Increase in Size of Board	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, 6728029082		6728029082	Confirmed	Auto-Instructed	08/28/2018	Auto-Approved	08/28/2018	480	480
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	08/28/2018	Auto-Approved	08/28/2018	130	130
Total Shares:								610	610

General Mills, Inc.

Meeting Date: 09/25/2018	Country: USA	Primary Security ID: 370334104	Meeting ID: 1259928
Record Date: 07/27/2018	Meeting Type: Annual	Ticker: GIS	
Primary CUSIP: 370334104	Primary ISIN: US3703341046	Primary SEDOL: 2367026	Proxy Level: 3
	Shares Voted: 1,180	Votable Shares: 1,180	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,180

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alicia Boler Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director R. Kerry Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director David M. Cordani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

General Mills, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Roger W. Ferguson, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Jeffrey L. Harmering	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Maria G. Henry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Heidi G. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Steve Odland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Maria A. Sastre	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Eric D. Sprunk	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Jorge A. Uribe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Report on Impact of Pesticides on Pollinators	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more information regarding pesticide use in the company's agricultural supply chain, given greater public scrutiny over pesticide use and its impacts on the environment.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	09/10/2018	Auto-Approved	09/10/2018	1,180	1,180
Total Shares:							1,180	1,180

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

John Wiley & Sons, Inc.

Meeting Date: 09/27/2018	Country: USA	Primary Security ID: 968223206	Meeting ID: 1260966
Record Date: 08/03/2018	Meeting Type: Annual	Ticker: JW.A	
Primary CUSIP: 968223206	Primary ISIN: US9682232064	Primary SEDOL: 2965668	Proxy Level: 3
	Shares Voted: 2,280	Votable Shares: 2,280	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,280

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director George Bell	Mgmt	Yes	For	For	Withhold	Withhold		
Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 30 percent of the board is diverse.									
1.2	Elect Director David C. Dobson	Mgmt	Yes	For	For	Withhold	Withhold		
Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 30 percent of the board is diverse.									
1.3	Elect Director Laurie A. Leshin	Mgmt	Yes	For	For	Withhold	Withhold		
Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 30 percent of the board is diverse.									
1.4	Elect Director William Pence	Mgmt	Yes	For	For	Withhold	Withhold		
Voting Policy Rationale: There is both gender and racial diversity on the board.Less than 30 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		
4	Approve Non-Employee Director Restricted 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, 6728029082		6728029082	Confirmed	Auto-Instructed	09/10/2018	Auto-Approved	09/10/2018	2,280	2,280
Total Shares:								2,280	2,280

WNS (Holdings) Ltd.

Meeting Date: 09/27/2018	Country: Jersey	Primary Security ID: 92932M101	Meeting ID: 1261083
Record Date: 08/22/2018	Meeting Type: Annual	Ticker: WNS	
Primary CUSIP: 92932M101	Primary ISIN: US92932M1018	Primary SEDOL: B194GX4	Proxy Level: N/A

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

WNS (Holdings) Ltd.

Total Ballots: 1		Shares Voted: 2,321	Votable Shares: 2,321			*Shares on Loan: 0	Shares Instructed: 2,321		
Voting Policy: UUA									
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Meeting for ADR Holders	Mgmt	No						
	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For	For	
	Voting Policy Rationale: A vote FOR this routine item.								
2	Ratify Grant Thornton India LLP as Auditors	Mgmt	Yes	For	For	For	For	For	
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.								
	3	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.									
4	Reelect Renu S. Karnad as a Director	Mgmt	Yes	For	Against	Against	Against	Against	
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than '2' public companies.								
	5	Reelect John Freeland as a Director	Mgmt	Yes	For	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.									
6		Reelect Francoise Gri as a Director	Mgmt	Yes	For	For	For	For	For
	Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.								
	7	Approve Remuneration of Directors	Mgmt	Yes	For	For	For	For	For
8		Amend Omnibus Stock Plan	Mgmt	Yes	For	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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	09/07/2018	Auto-Approved	09/07/2018	2,321	2,321
Total Shares:							2,321	2,321

Carpenter Technology Corp.

Meeting Date: 10/09/2018	Country: USA	Primary Security ID: 144285103	Meeting ID: 1268566
Record Date: 08/10/2018	Meeting Type: Annual	Ticker: CRS	
Primary CUSIP: 144285103	Primary ISIN: US1442851036	Primary SEDOL: 2177504	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Carpenter Technology Corp.

Shares Voted: 2,549 **Votable Shares:** 2,549 ***Shares on Loan:** 0 **Shares Instructed:** 2,549
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 Philip M. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Kathleen Ligocki	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Jeffrey Wadsworth	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and there are no significant concerns identified at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	09/21/2018	Auto-Approved	09/21/2018	2,549	2,549
Total Shares:							2,549	2,549

Procter & Gamble Co.

Meeting Date: 10/09/2018 **Country:** USA **Primary Security ID:** 742718109 **Meeting ID:** 1262421
Record Date: 08/10/2018 **Meeting Type:** Annual **Ticker:** PG
Primary CUSIP: 742718109 **Primary ISIN:** US7427181091 **Primary SEDOL:** 2704407 **Proxy Level:** 3
Shares Voted: 3,185 **Votable Shares:** 3,185 ***Shares on Loan:** 0 **Shares Instructed:** 3,185
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francis S. Blake	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Procter & Gamble Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Angela F. Braly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Amy L. Chang	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Kenneth I. Chenault	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Scott D. Cook	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Joseph Jimenez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Terry J. Lundgren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director W. James McNerney, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Nelson Peltz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director David S. Taylor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Margaret C. Whitman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Patricia A. Woertz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Ernesto Zedillo	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company's pay practices have not led to a significant misalignment between pay and performance at this time.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Procter & Gamble 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	09/26/2018	Auto-Approved	09/26/2018	3,185	3,185
Total Shares:							3,185	3,185

Altaba, Inc.

Meeting Date: 10/16/2018 Country: USA Primary Security ID: 021346101 Meeting ID: 1264380
 Record Date: 08/28/2018 Meeting Type: Annual Ticker: AABA

Primary CUSIP: 021346101 Primary ISIN: US0213461017 Primary SEDOL: BF6V3T1 Proxy Level: 1

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 Tor R. Braham	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.							
1.2	Elect Director Eric K. Brandt	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.							
1.3	Elect Director Catherine J. Friedman	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.							
1.4	Elect Director Richard L. Kauffman	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.							
1.5	Elect Director Thomas J. McInerney	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.							

Ballot Details

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, 6728029075	6728029075	Confirmed	Auto-Instructed	10/01/2018	Auto-Approved	10/01/2018	70	70
Total Shares:							70	70

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Mercury Systems, Inc.

Meeting Date: 10/24/2018	Country: USA	Primary Security ID: 589378108	Meeting ID: 1266771
Record Date: 08/21/2018	Meeting Type: Annual	Ticker: MRCY	
Primary CUSIP: 589378108	Primary ISIN: US5893781089	Primary SEDOL: 2144047	Proxy Level: 3
	Shares Voted: 4,321	Votable Shares: 4,321	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,321

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director George K. Muellner	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Vincent Vitto	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
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
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	09/21/2018	Auto-Approved	09/24/2018	4,321	4,321
Total Shares:							4,321	4,321

Array BioPharma, Inc.

Meeting Date: 10/25/2018	Country: USA	Primary Security ID: 04269X105	Meeting ID: 1268324
Record Date: 08/29/2018	Meeting Type: Annual	Ticker: ARRY	
Primary CUSIP: 04269X105	Primary ISIN: US04269X1054	Primary SEDOL: 2678654	Proxy Level: 3
	Shares Voted: 5,182	Votable Shares: 5,182	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 5,182

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles M. Baum	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							

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Array BioPharma, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Gwen A. Fyfe	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
2	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	09/26/2018	Auto-Approved	09/26/2018	5,182	5,182
Total Shares:							5,182	5,182

Alibaba Group Holding Ltd.

Meeting Date: 10/31/2018	Country: Cayman Islands	Primary Security ID: 01609W102	Meeting ID: 1266795
Record Date: 08/24/2018	Meeting Type: Annual	Ticker: BABA	
Primary CUSIP: 01609W102	Primary ISIN: US01609W1027	Primary SEDOL: BP41ZD1	Proxy Level: N/A
	Shares Voted: 8,404	Votable Shares: 8,404	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 8,404	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt	No				
1.1	Elect Joseph C. Tsai as Director	Mgmt	Yes	For	Against	Against	Against
<i>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 30 percent diversity.</i>							
1.2	Elect J. Michael Evans as Director	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Eric Xiandong Jing as Director	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Borje E. Ekholm as Director	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Alibaba Group Holding Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078		6728029078	Confirmed	Auto-Instructed	10/17/2018	Auto-Approved	10/17/2018	8,375	8,375
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	10/17/2018	Auto-Approved	10/17/2018	29	29
Total Shares:								8,404	8,404

Western Digital Corp.

Meeting Date: 11/07/2018	Country: USA	Primary Security ID: 958102105	Meeting ID: 1270739
Record Date: 09/10/2018	Meeting Type: Annual	Ticker: WDC	
Primary CUSIP: 958102105	Primary ISIN: US9581021055	Primary SEDOL: 2954699	Proxy Level: 3
	Shares Voted: 117	Votable Shares: 117	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 117

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin I. Cole	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Kathleen A. Cote	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Henry T. DeNero	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Tunc Doluca	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Michael D. Lambert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Len J. Lauer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Western Digital Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Matthew E. Massengill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Stephen D. Milligan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Paula A. Price	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	10/24/2018	Auto-Approved	10/24/2018	117	117
Total Shares:							117	117

Tapestry, Inc.

Meeting Date: 11/08/2018	Country: USA	Primary Security ID: 876030107	Meeting ID: 1270748
Record Date: 09/07/2018	Meeting Type: Annual	Ticker: TPR	
Primary CUSIP: 876030107	Primary ISIN: US8760301072	Primary SEDOL: BF09HX3	Proxy Level: 3
Shares Voted: 433	Votable Shares: 433	*Shares on Loan: 0	Shares Instructed: 433
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 Darrell Cavens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director David Denton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Tapestry, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1c	Elect Director Anne Gates	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1d	Elect Director Andrea Guerra	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1e	Elect Director Susan Kropf	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1f	Elect Director Annabelle Yu Long	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1g	Elect Director Victor Luis	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1h	Elect Director Ivan Menezes	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1i	Elect Director William Nuti	Mgmt	Yes	For	Against	Against	Against		
Voting Policy Rationale: The nominee attended less than 75% of the board and committee meetings.									
1j	Elect Director Jide Zeitlin	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: 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	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, 6728029082		6728029082	Confirmed	Auto-Instructed	10/23/2018	Auto-Approved	10/23/2018	350	350
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	10/23/2018	Auto-Approved	10/23/2018	83	83
Total Shares:								433	433

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Lumentum Holdings, Inc.

Meeting Date: 11/09/2018	Country: USA	Primary Security ID: 55024U109	Meeting ID: 1269024
Record Date: 09/10/2018	Meeting Type: Annual	Ticker: LITE	
Primary CUSIP: 55024U109	Primary ISIN: US55024U1097	Primary SEDOL: BYM9ZP2	Proxy Level: 3
	Shares Voted: 2,523	Votable Shares: 2,523	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,523

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin A. Kaplan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1b	Elect Director Harold L. Covert	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1c	Elect Director Penelope A. Herscher	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1d	Elect Director Julia S. Johnson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1e	Elect Director Brian J. Lillie	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1f	Elect Director Alan S. Lowe	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1g	Elect Director Samuel F. Thomas	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	10/24/2018	Auto-Approved	10/24/2018	2,523	2,523
Total Shares:							2,523	2,523

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Oracle Corp.

Meeting Date: 11/14/2018	Country: USA	Primary Security ID: 68389X105	Meeting ID: 1270058
Record Date: 09/17/2018	Meeting Type: Annual	Ticker: ORCL	
Primary CUSIP: 68389X105	Primary ISIN: US68389X1054	Primary SEDOL: 2661568	Proxy Level: 3
	Shares Voted: 6,150	Votable Shares: 6,150	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 6,150

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey S. Berg	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Governance Committee members Bruce R. Chizen, Leon Panetta and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1.2	Elect Director Michael J. Boskin	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1.3	Elect Director Safra A. Catz	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1.4	Elect Director Bruce R. Chizen	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Governance Committee members Bruce R. Chizen, Leon Panetta and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1.5	Elect Director George H. Conrades	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Compensation Committee members George Conrades, Leon Panetta, and Naomi Seligman for insufficient responsiveness to last year's failed say-on-pay vote. Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1.6	Elect Director Lawrence J. Ellison	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1.7	Elect Director Hector Garcia-Molina	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1.8	Elect Director Jeffrey O. Henley	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1.9	Elect Director Mark V. Hurd	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1.10	Elect Director Renee J. James	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board.</i>						
1.11	Elect Director Charles W. Moorman, IV	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board.</i>						

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Oracle Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Leon E. Panetta	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Governance Committee members Bruce R. Chizen, Leon Panetta and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are also warranted from incumbent Compensation Committee members George Conrades, Leon Panetta, and Naomi Seligman for insufficient responsiveness to last year's failed say-on-pay vote. Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>							
1.13	Elect Director William G. Parrett	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>							
1.14	Elect Director Naomi O. Seligman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Compensation Committee members George Conrades, Leon Panetta, and Naomi Seligman for insufficient responsiveness to last year's failed say-on-pay vote. Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee did not demonstrate adequate responsiveness to last year's failed say-on-pay vote the sixth consecutive failed vote. The company's disclosure around board responsiveness mirrors last year's proxy and reflects pay program modifications that were already decided and disclosed (and considered by investors) prior to the 2017 failed say-on-pay vote. As such, the proxy does not indicate any new changes made to address shareholders' ongoing concerns, as evidenced by the most recent vote outcome. Further, a recurrent pay-for-performance disconnect continues at the company. The board's decision to provide front-loaded equity awards to most NEOs will lock in high pay magnitude over several years. While the grants are entirely performance-based, and the board has made a commitment to not make additional equity awards, the award structure effectively limits the board's ability to meaningfully adjust pay opportunities for these NEOs over the next five years. Lastly, as the sizable pay opportunities were granted to four NEOs, the company has multiple executives who are paid well above most peer CEOs.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Report on Gender Pay Gap	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, for the following reasons:- Oracle lags its peers in addressing gender pay disparity at the company. By not keeping pace with its peers, Oracle is put at a competitive disadvantage in the recruitment and retention of employees.- Also, by reporting gender pay gap statistics similarly to how it is required to report them in the U.K., the company could provide shareholders with a better gauge of how its diversity initiatives are improving opportunities for women.</i>							
5	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on the company's political expenditures from corporate funds and board oversight of those expenditures would give shareholders a better understanding of the company's management of its political spending and related risks and benefits.</i>							
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on the company's lobbying expenses and board oversight of those expenditures would give shareholders a better understanding of the company's management of its lobbying activities and related risks and benefits.</i>							

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Oracle Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
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 and persistent executive compensation concerns, non-responsiveness to shareholder concerns, ongoing significant share pledging by the chairman, and short-and long-term underperformance against peers, which cumulatively indicate ineffective independent board oversight.									
Ballot Details									
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, 6728029082		6728029082	Confirmed	Auto-Instructed	11/01/2018	Auto-Approved	11/01/2018	6,150	6,150
Total Shares:							6,150	6,150	

The Clorox Co.

Meeting Date: 11/14/2018	Country: USA	Primary Security ID: 189054109	Meeting ID: 1271230
Record Date: 09/17/2018	Meeting Type: Annual	Ticker: CLX	
Primary CUSIP: 189054109	Primary ISIN: US1890541097	Primary SEDOL: 2204026	Proxy Level: 3
Shares Voted: 1,150	Votable Shares: 1,150	*Shares on Loan: 0	Shares Instructed: 1,150
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amy Banse	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Richard H. Carmona	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Benno Dorer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Spencer C. Fleischer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Esther Lee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director A.D. David Mackay	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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The Clorox Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.7	Elect Director Robert W. Matschullat	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1.8	Elect Director Matthew J. Shattock	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1.9	Elect Director Pamela Thomas-Graham	Mgmt	Yes	For	For	Against	Against	
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1.10	Elect Director Carolyn M. Ticknor	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1.11	Elect Director Russell J. Weiner	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1.12	Elect Director Christopher J. Williams	Mgmt	Yes	For	For	Against	Against	
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.								
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.								
4	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	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, 6728029082	6728029082	Confirmed	Auto-Instructed	10/17/2018	Auto-Approved	10/17/2018	1,150	1,150
Total Shares:							1,150	1,150

ResMed, Inc.

Meeting Date: 11/15/2018	Country: USA	Primary Security ID: 761152107	Meeting ID: 1271709
Record Date: 09/17/2018	Meeting Type: Annual	Ticker: RMD	
Primary CUSIP: 761152107	Primary ISIN: US7611521078	Primary SEDOL: 2732903	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ResMed, Inc.

Total Ballots: 1		Shares Voted: 250		Votable Shares: 250		*Shares on Loan: 0		Shares Instructed: 250	
Voting Policy: UUA									
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1a	Elect Director Peter Farrell	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1b	Elect Director Harjit Gill	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1c	Elect Director Ron Taylor	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: 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		
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, 6728029082		6728029082	Confirmed	Auto-Instructed	10/24/2018	Auto-Approved	10/24/2018	250	250
Total Shares:								250	250

Microsoft Corp.

Meeting Date: 11/28/2018		Country: USA		Primary Security ID: 594918104		Meeting ID: 1274150	
Record Date: 09/26/2018		Meeting Type: Annual		Ticker: MSFT			
Primary CUSIP: 594918104		Primary ISIN: US5949181045		Primary SEDOL: 2588173		Proxy Level: 3	
		Shares Voted: 1,082		Votable Shares: 1,082		*Shares on Loan: 0	
Total Ballots: 1		Voting Policy: UUA				Shares Instructed: 1,082	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William H. Gates, III	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Reid G. Hoffman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Microsoft Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Hugh F. Johnston	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Teri L. List-Stoll	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Satya Nadella	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Charles H. Noski	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Helmut Panke	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Sandra E. Peterson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Penny S. Pritzker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Charles W. Scharf	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Arne M. Sorenson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director John W. Stanton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director John W. Thompson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.14	Elect Director Padmasree Warrior	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Microsoft Corp.

Ballot Details

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, 6728029082	6728029082	Confirmed	Auto-Instructed	11/01/2018	Auto-Approved	11/01/2018	1,082	1,082
Total Shares:							1,082	1,082

Campbell Soup Co.

Meeting Date: 11/29/2018 Country: USA Primary Security ID: 134429109 Meeting ID: 1271860
 Record Date: 10/09/2018 Meeting Type: Proxy Contest Ticker: CPB

Primary CUSIP: 134429109 Primary ISIN: US1344291091 Primary SEDOL: 2162845 Proxy Level: 6

Shares Voted: 3,692 Votable Shares: 3,692 *Shares on Loan: 0 Shares Instructed: 3,692

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Proxy (Gold Proxy Card)	Mgmt	No				
1.1	Elect Director Fabiola R. Arredondo	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1.2	Elect Director Howard M. Averill	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1.3	Elect Director Bennett Dorrance	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1.4	Elect Director Maria Teresa (Tessa) Hilado	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1.5	Elect Director Randall W. Larrimore	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1.6	Elect Director Marc B. Lautenbach	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1.7	Elect Director Mary Alice Dorrance Malone	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Campbell Soup Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Sara Mathew	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
1.9	Elect Director Keith R. McLoughlin	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
1.10	Elect Director Nick Shreiber	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
1.11	Elect Director Archbold D. van Beuren	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
1.12	Elect Director Les C. Vinney	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
	Dissident Proxy (White Proxy Card)	Mgmt	No				
1.1	Elect Director Sarah Hofstetter	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: Campbell's underperforming TSR and weak fundamentals appear directly linked to shortcomings in the company's acquisition strategy, poor execution of mergers, and a lack of focus on the company's core business. Even when accounting for the headwinds in the packaged food industry, Campbell has substantially trailed peers as a result of these missteps. In light of these factors, the dissident has presented a compelling case that change at the board level is warranted. The dissident slate seems well qualified to contribute to the company's turnaround by providing relevant industry expertise, fresh ideas, and a greater sense of urgency. A robust dissident presence short of a majority and including a direct representative of a significant unaffiliated shareholder seems appropriate in this situation, given the magnitude of the company's underperformance and the need to counterbalance the founding family's substantial influence over the company. As such, votes FOR all dissident nominees are warranted.</i>							
1.2	Elect Director Munib Islam	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: Campbell's underperforming TSR and weak fundamentals appear directly linked to shortcomings in the company's acquisition strategy, poor execution of mergers, and a lack of focus on the company's core business. Even when accounting for the headwinds in the packaged food industry, Campbell has substantially trailed peers as a result of these missteps. In light of these factors, the dissident has presented a compelling case that change at the board level is warranted. The dissident slate seems well qualified to contribute to the company's turnaround by providing relevant industry expertise, fresh ideas, and a greater sense of urgency. A robust dissident presence short of a majority and including a direct representative of a significant unaffiliated shareholder seems appropriate in this situation, given the magnitude of the company's underperformance and the need to counterbalance the founding family's substantial influence over the company. As such, votes FOR all dissident nominees are warranted.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Campbell Soup Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Bozoma Saint John	SH	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Campbell's underperforming TSR and weak fundamentals appear directly linked to shortcomings in the company's acquisition strategy, poor execution of mergers, and a lack of focus on the company's core business. Even when accounting for the headwinds in the packaged food industry, Campbell has substantially trailed peers as a result of these missteps. In light of these factors, the dissident has presented a compelling case that change at the board level is warranted. The dissident slate seems well qualified to contribute to the company's turnaround by providing relevant industry expertise, fresh ideas, and a greater sense of urgency. A robust dissident presence short of a majority and including a direct representative of a significant unaffiliated shareholder seems appropriate in this situation, given the magnitude of the company's underperformance and the need to counterbalance the founding family's substantial influence over the company. As such, votes FOR all dissident nominees are warranted.</i></p>							
1.4	Elect Director Kurt T. Schmidt	SH	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Campbell's underperforming TSR and weak fundamentals appear directly linked to shortcomings in the company's acquisition strategy, poor execution of mergers, and a lack of focus on the company's core business. Even when accounting for the headwinds in the packaged food industry, Campbell has substantially trailed peers as a result of these missteps. In light of these factors, the dissident has presented a compelling case that change at the board level is warranted. The dissident slate seems well qualified to contribute to the company's turnaround by providing relevant industry expertise, fresh ideas, and a greater sense of urgency. A robust dissident presence short of a majority and including a direct representative of a significant unaffiliated shareholder seems appropriate in this situation, given the magnitude of the company's underperformance and the need to counterbalance the founding family's substantial influence over the company. As such, votes FOR all dissident nominees are warranted.</i></p>							
1.5	Elect Director William D. Toler	SH	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Campbell's underperforming TSR and weak fundamentals appear directly linked to shortcomings in the company's acquisition strategy, poor execution of mergers, and a lack of focus on the company's core business. Even when accounting for the headwinds in the packaged food industry, Campbell has substantially trailed peers as a result of these missteps. In light of these factors, the dissident has presented a compelling case that change at the board level is warranted. The dissident slate seems well qualified to contribute to the company's turnaround by providing relevant industry expertise, fresh ideas, and a greater sense of urgency. A robust dissident presence short of a majority and including a direct representative of a significant unaffiliated shareholder seems appropriate in this situation, given the magnitude of the company's underperformance and the need to counterbalance the founding family's substantial influence over the company. As such, votes FOR all dissident nominees are warranted.</i></p>							
1.6	Management Nominee Fabiola R. Arredondo	SH	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Campbell's underperforming TSR and weak fundamentals appear directly linked to shortcomings in the company's acquisition strategy, poor execution of mergers, and a lack of focus on the company's core business. Even when accounting for the headwinds in the packaged food industry, Campbell has substantially trailed peers as a result of these missteps. In light of these factors, the dissident has presented a compelling case that change at the board level is warranted. The dissident slate seems well qualified to contribute to the company's turnaround by providing relevant industry expertise, fresh ideas, and a greater sense of urgency. A robust dissident presence short of a majority and including a direct representative of a significant unaffiliated shareholder seems appropriate in this situation, given the magnitude of the company's underperformance and the need to counterbalance the founding family's substantial influence over the company. As such, votes FOR all dissident nominees are warranted.</i></p>							
1.7	Management Nominee Howard M. Averill	SH	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Campbell's underperforming TSR and weak fundamentals appear directly linked to shortcomings in the company's acquisition strategy, poor execution of mergers, and a lack of focus on the company's core business. Even when accounting for the headwinds in the packaged food industry, Campbell has substantially trailed peers as a result of these missteps. In light of these factors, the dissident has presented a compelling case that change at the board level is warranted. The dissident slate seems well qualified to contribute to the company's turnaround by providing relevant industry expertise, fresh ideas, and a greater sense of urgency. A robust dissident presence short of a majority and including a direct representative of a significant unaffiliated shareholder seems appropriate in this situation, given the magnitude of the company's underperformance and the need to counterbalance the founding family's substantial influence over the company. As such, votes FOR all dissident nominees are warranted.</i></p>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Campbell Soup Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Management Nominee Maria Teresa (Tessa) Hilado	SH	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Campbell's underperforming TSR and weak fundamentals appear directly linked to shortcomings in the company's acquisition strategy, poor execution of mergers, and a lack of focus on the company's core business. Even when accounting for the headwinds in the packaged food industry, Campbell has substantially trailed peers as a result of these missteps. In light of these factors, the dissident has presented a compelling case that change at the board level is warranted. The dissident slate seems well qualified to contribute to the company's turnaround by providing relevant industry expertise, fresh ideas, and a greater sense of urgency. A robust dissident presence short of a majority and including a direct representative of a significant unaffiliated shareholder seems appropriate in this situation, given the magnitude of the company's underperformance and the need to counterbalance the founding family's substantial influence over the company. As such, votes FOR all dissident nominees are warranted.</i></p>							
1.9	Management Nominee Marc B. Lautenbach	SH	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Campbell's underperforming TSR and weak fundamentals appear directly linked to shortcomings in the company's acquisition strategy, poor execution of mergers, and a lack of focus on the company's core business. Even when accounting for the headwinds in the packaged food industry, Campbell has substantially trailed peers as a result of these missteps. In light of these factors, the dissident has presented a compelling case that change at the board level is warranted. The dissident slate seems well qualified to contribute to the company's turnaround by providing relevant industry expertise, fresh ideas, and a greater sense of urgency. A robust dissident presence short of a majority and including a direct representative of a significant unaffiliated shareholder seems appropriate in this situation, given the magnitude of the company's underperformance and the need to counterbalance the founding family's substantial influence over the company. As such, votes FOR all dissident nominees are warranted.</i></p>							
1.10	Management Nominee Sara Mathew	SH	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Campbell's underperforming TSR and weak fundamentals appear directly linked to shortcomings in the company's acquisition strategy, poor execution of mergers, and a lack of focus on the company's core business. Even when accounting for the headwinds in the packaged food industry, Campbell has substantially trailed peers as a result of these missteps. In light of these factors, the dissident has presented a compelling case that change at the board level is warranted. The dissident slate seems well qualified to contribute to the company's turnaround by providing relevant industry expertise, fresh ideas, and a greater sense of urgency. A robust dissident presence short of a majority and including a direct representative of a significant unaffiliated shareholder seems appropriate in this situation, given the magnitude of the company's underperformance and the need to counterbalance the founding family's substantial influence over the company. As such, votes FOR all dissident nominees are warranted.</i></p>							
1.11	Management Nominee Keith R. McLoughlin	SH	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Campbell's underperforming TSR and weak fundamentals appear directly linked to shortcomings in the company's acquisition strategy, poor execution of mergers, and a lack of focus on the company's core business. Even when accounting for the headwinds in the packaged food industry, Campbell has substantially trailed peers as a result of these missteps. In light of these factors, the dissident has presented a compelling case that change at the board level is warranted. The dissident slate seems well qualified to contribute to the company's turnaround by providing relevant industry expertise, fresh ideas, and a greater sense of urgency. A robust dissident presence short of a majority and including a direct representative of a significant unaffiliated shareholder seems appropriate in this situation, given the magnitude of the company's underperformance and the need to counterbalance the founding family's substantial influence over the company. As such, votes FOR all dissident nominees are warranted.</i></p>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Campbell Soup Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.12	Management Nominee Archbold D. van Beuren	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: Campbell's underperforming TSR and weak fundamentals appear directly linked to shortcomings in the company's acquisition strategy, poor execution of mergers, and a lack of focus on the company's core business. Even when accounting for the headwinds in the packaged food industry, Campbell has substantially trailed peers as a result of these missteps. In light of these factors, the dissident has presented a compelling case that change at the board level is warranted. The dissident slate seems well qualified to contribute to the company's turnaround by providing relevant industry expertise, fresh ideas, and a greater sense of urgency. A robust dissident presence short of a majority and including a direct representative of a significant unaffiliated shareholder seems appropriate in this situation, given the magnitude of the company's underperformance and the need to counterbalance the founding family's substantial influence over the company. As such, votes FOR all dissident nominees are warranted.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although certain concerns are noted, pay and performance are reasonably aligned at this time. The committee paid no annual incentives, and previously granted PSUs were forfeited as a result of long-term share price underperformance. The compensation arrangements around the CEO transition do not raise significant concerns at this time. However, there are items that warrant continued monitoring by shareholders, including disclosure under the annual incentive program and the company's practice of benchmarking pay slightly above the median.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	11/18/2018	Auto-Approved	11/18/2018	3,692	3,692
Total Shares:							3,692	3,692

CME Group, Inc.

Meeting Date: 11/29/2018	Country: USA	Primary Security ID: 12572Q105	Meeting ID: 1267468
Record Date: 09/06/2018	Meeting Type: Special	Ticker: CME	
Primary CUSIP: 12572Q105	Primary ISIN: US12572Q1058	Primary SEDOL: 2965839	Proxy Level: 2
	Shares Voted: 67	Votable Shares: 67	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 67	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Eliminate All or Some of the Class B Election Rights	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
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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CME 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, 6728029075	6728029075	Confirmed	Auto-Instructed	10/22/2018	Auto-Approved	10/22/2018	67	67
Total Shares:							67	67

Symantec Corp.

Meeting Date: 12/03/2018	Country: USA	Primary Security ID: 871503108	Meeting ID: 1277776
Record Date: 10/05/2018	Meeting Type: Annual	Ticker: SYMC	
Primary CUSIP: 871503108	Primary ISIN: US8715031089	Primary SEDOL: 2861078	Proxy Level: 3
	Shares Voted: 3,247	Votable Shares: 3,247	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,247

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory S. Clark	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1b	Elect Director Frank E. Dangeard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1c	Elect Director Peter A. Feld	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1d	Elect Director Dale L. Fuller	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1e	Elect Director Kenneth Y. Hao	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1f	Elect Director David W. Humphrey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1g	Elect Director David L. Mahoney	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1h	Elect Director Anita M. Sands	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1i	Elect Director Daniel H. Schulman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Symantec Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1j	Elect Director V. Paul Unruh	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.									
1k	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. Less than 30% of the board is diverse. There is both gender and racial diversity on the board.									
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	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For		
5	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, 6728029082		6728029082	Confirmed	Auto-Instructed	11/13/2018	Auto-Approved	11/13/2018	3,247	3,247
Total Shares:								3,247	3,247

Medtronic Plc

Meeting Date: 12/07/2018	Country: Ireland	Primary Security ID: G5960L103	Meeting ID: 1262560
Record Date: 10/09/2018	Meeting Type: Annual	Ticker: MDT	
Primary CUSIP: G5960L103	Primary ISIN: IE00BTN1Y115	Primary SEDOL: BTN1Y11	Proxy Level: N/A
Shares Voted: 2,560		Votable Shares: 2,560	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,560

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Richard H. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Craig Arnold	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Medtronic Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Scott C. Donnelly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Randall J. Hogan, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Omar Ishrak	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Michael O. Leavitt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director James T. Lenehan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Elizabeth G. Nabel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Denise M. O'Leary	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Kendall J. Powell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	10/31/2018	Auto-Approved	11/07/2018	2,560	2,560
Total Shares:							2,560	2,560

Palo Alto Networks, Inc.

Meeting Date: 12/07/2018	Country: USA	Primary Security ID: 697435105	Meeting ID: 1275757
Record Date: 10/15/2018	Meeting Type: Annual	Ticker: PANW	
Primary CUSIP: 697435105	Primary ISIN: US6974351057	Primary SEDOL: B87ZMX0	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Palo Alto Networks, Inc.

Shares Voted: 3,250 **Votable Shares:** 3,250 ***Shares on Loan:** 0 **Shares Instructed:** 3,250
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 John M. Donovan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Mary Pat McCarthy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Nir Zuk	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. There is significant concern with regards to the magnitude of the new CEO's sign-on equity awards. There are concerns around the performance vesting structure, and the fact that nearly \$60 million of the awards lack performance vesting criteria. Shareholders have previously voiced opposition (through failed say-on-pay votes) to the company's practice of awarding overly large equity awards. There are additional pay-for-performance concerns for regular incentive pay, including insufficient disclosure of incentive performance goals.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	11/21/2018	Auto-Approved	11/21/2018	3,250	3,250
Total Shares:							3,250	3,250

Dell Technologies, Inc.

Meeting Date: 12/11/2018 **Country:** USA **Primary Security ID:** 24703L103 **Meeting ID:** 1275192
Record Date: 10/18/2018 **Meeting Type:** Special **Ticker:** DVMT
Primary CUSIP: 24703L103 **Primary ISIN:** US24703L1035 **Primary SEDOL:** BDB2RN7 **Proxy Level:** 5

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Dell Technologies, Inc.

	Shares Voted: 499	Votable Shares: 499	*Shares on Loan: 0	Shares Instructed: 499
Total Ballots: 2	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
2	Amend Certificate of Incorporation	Mgmt	Yes	For	For	For	For
3	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted. Executives' golden parachute benefits consist entirely of very large equity acceleration benefits that are the result of the board's recent decision to amend the vesting provisions of executives' outstanding performance options. This will result in extremely large acceleration (single trigger) benefits, which may be viewed as a windfall by investors.

4	Adjourn Meeting	Mgmt	Yes	For	For	For	For
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Ballot Details

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, 6728029082	6728029082	Confirmed	Auto-Instructed	11/27/2018	Auto-Approved	11/27/2018	440	440
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	11/27/2018	Auto-Approved	11/27/2018	59	59
Total Shares:							499	499

Cisco Systems, Inc.

Meeting Date: 12/12/2018	Country: USA	Primary Security ID: 17275R102	Meeting ID: 1276245
Record Date: 10/15/2018	Meeting Type: Annual	Ticker: CSCO	
Primary CUSIP: 17275R102	Primary ISIN: US17275R1023	Primary SEDOL: 2198163	Proxy Level: 3
	Shares Voted: 12,186	Votable Shares: 12,186	*Shares on Loan: 0
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 M. Michele Burns	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Michael D. Capellas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Mark Garrett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Kristina M. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Roderick C. McGeary	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Charles H. Robbins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Arun Sarin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Brenton L. Saunders	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Steven M. West	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The company has significantly improved disclosure around performance considerations and award determinations, which establish the performance-based nature of the incentive pay programs. However, there are concerns raised regarding new hire pay decisions that warrant continued close monitoring.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
5	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
6	Adjust Executive Compensation Metrics for Share Buybacks	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the timing of the company's share buybacks and their impacts on metric results do not raise significant concerns at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	11/27/2018	Auto-Approved	11/27/2018	11,986	11,986

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Cisco Systems, 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, 6728029075	6728029075	Confirmed	Auto-Instructed	11/27/2018	Auto-Approved	11/27/2018	200	200
Total Shares:							12,186	12,186

Becton, Dickinson & Co.

Meeting Date: 01/22/2019 Country: USA Primary Security ID: 075887109 Meeting ID: 1284804
 Record Date: 12/07/2018 Meeting Type: Annual Ticker: BDx

Primary CUSIP: 075887109 Primary ISIN: US0758871091 Primary SEDOL: 2087807 Proxy Level: 3

Shares Voted: 640 Votable Shares: 640 *Shares on Loan: 0 Shares Instructed: 640
 Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Catherine M. Burzik	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director R. Andrew Eckert	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Vincent A. Forlenza	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director Claire M. Fraser	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Jeffrey W. Henderson	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.6	Elect Director Christopher Jones	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director Marshall O. Larsen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.8	Elect Director David F. Melcher	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.9	Elect Director Claire Pomeroy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Becton, Dickinson & Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.10	Elect Director Rebecca W. Rimel	Mgmt	Yes	For	For	Against	Against	
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1.11	Elect Director Timothy M. Ring	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1.12	Elect Director Bertram L. Scott	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: 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	
Ballot Details								
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, 6728029082	6728029082	Confirmed	Auto-Instructed	12/24/2018	Auto-Approved	12/24/2018	640	640
Total Shares:							640	640

Air Products & Chemicals, Inc.

Meeting Date: 01/24/2019	Country: USA	Primary Security ID: 009158106	Meeting ID: 1286248
Record Date: 11/30/2018	Meeting Type: Annual	Ticker: APD	
Primary CUSIP: 009158106	Primary ISIN: US0091581068	Primary SEDOL: 2011602	Proxy Level: 3
Total Ballots: 2	Shares Voted: 1,471	Votable Shares: 1,471	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,471

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan K. Carter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Charles I. Cogut	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Seifi Ghasemi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Air Products & Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Chadwick C. Deaton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director David H. Y. Ho	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Margaret G. McGlynn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Edward L. Monser	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Matthew H. Paull	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officer Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	12/27/2018	Auto-Approved	12/27/2018	1,434	1,434
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	12/27/2018	Auto-Approved	12/27/2018	37	37
Total Shares:							1,471	1,471

Jabil, Inc.

Meeting Date: 01/24/2019	Country: USA	Primary Security ID: 466313103	Meeting ID: 1285979
Record Date: 11/30/2018	Meeting Type: Annual	Ticker: JBL	
Primary CUSIP: 466313103	Primary ISIN: US4663131039	Primary SEDOL: 2471789	Proxy Level: 3
Shares Voted: 1,010		Votable Shares: 1,010	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,010

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

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Jabil, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>							
1.2	Elect Director Martha F. Brooks	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>							
1.3	Elect Director Christopher S. Holland	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>							
1.4	Elect Director Timothy L. Main	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>							
1.5	Elect Director Mark T. Mondello	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>							
1.6	Elect Director John C. Plant	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>							
1.7	Elect Director Steven A. Raymund	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>							
1.8	Elect Director Thomas A. Sansone	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>							
1.9	Elect Director David M. Stout	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	12/28/2018	Auto-Approved	12/28/2018	1,010	1,010
Total Shares:							1,010	1,010

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Visa, Inc.

Meeting Date: 01/29/2019	Country: USA	Primary Security ID: 92826C839	Meeting ID: 1285486
Record Date: 11/30/2018	Meeting Type: Annual	Ticker: V	
Primary CUSIP: 92826C839	Primary ISIN: US92826C8394	Primary SEDOL: B2PZN04	Proxy Level: 3
	Shares Voted: 10,590	Votable Shares: 10,590	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 10,590

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mary B. Cranston	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director John F. Lundgren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Robert W. Matschullat	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Denise M. Morrison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director John A.C. Swainson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Maynard G. Webb, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as total pay and performance appear to be relatively aligned for the year in review.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Visa, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078		6728029078	Confirmed	Auto-Instructed	12/27/2018	Auto-Approved	12/30/2018	10,450	10,450
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	12/27/2018	Auto-Approved	12/30/2018	140	140
Total Shares:								10,590	10,590

Woodward, Inc.

Meeting Date: 01/30/2019	Country: USA	Primary Security ID: 980745103	Meeting ID: 1287098
Record Date: 12/03/2018	Meeting Type: Annual	Ticker: WWD	
Primary CUSIP: 980745103	Primary ISIN: US9807451037	Primary SEDOL: 2948089	Proxy Level: 3
Shares Voted: 2,025	Votable Shares: 2,025	*Shares on Loan: 0	Shares Instructed: 2,025
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John D. Cohn	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Eileen P. Drake	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.3	Elect Director James R. Rulseh	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.4	Elect Director Gregg C. Sengstack	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Woodward, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	01/11/2019	Auto-Approved	01/11/2019	2,025	2,025
Total Shares:							2,025	2,025	

Chesapeake Energy Corp.

Meeting Date: 01/31/2019	Country: USA	Primary Security ID: 165167107	Meeting ID: 1288266
Record Date: 12/24/2018	Meeting Type: Special	Ticker: CHK	
Primary CUSIP: 165167107	Primary ISIN: US1651671075	Primary SEDOL: 2182779	Proxy Level: 5
Shares Voted: 1,008		Votable Shares: 1,008	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,008

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For		
2	Approve Increase in Size of Board	Mgmt	Yes	For	For	For	For		
3	Increase Authorized Common Stock	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, 6728029075		6728029075	Confirmed	Auto-Instructed	01/22/2019	Auto-Approved	01/22/2019	1,008	1,008
Total Shares:								1,008	1,008

Accenture Plc

Meeting Date: 02/01/2019	Country: Ireland	Primary Security ID: G1151C101	Meeting ID: 1285750
Record Date: 12/03/2018	Meeting Type: Annual	Ticker: ACN	
Primary CUSIP: G1151C101	Primary ISIN: IE00B4BNMY34	Primary SEDOL: B4BNMY3	Proxy Level: N/A

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Accenture Plc

Shares Voted: 1,414 **Votable Shares:** 1,414 ***Shares on Loan:** 0 **Shares Instructed:** 1,414
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Herbert Hainer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Marjorie Magner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Nancy McKinstry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director David P. Rowland	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Gilles C. Pelisson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Paula A. Price	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Arun Sarin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Frank K. Tang	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Tracey T. Travis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company's compensation plan is sufficiently performance-based and pay and performance are reasonably aligned at this time.</i>						
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Accenture Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
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	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 because this is a routine item for companies incorporated in Ireland and no significant concerns have been identified.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	01/11/2019	Auto-Approved	01/11/2019	1,414	1,414
Total Shares:								1,414	1,414

Rockwell Automation, Inc.

Meeting Date: 02/05/2019	Country: USA	Primary Security ID: 773903109	Meeting ID: 1287561
Record Date: 12/10/2018	Meeting Type: Annual	Ticker: ROK	
Primary CUSIP: 773903109	Primary ISIN: US7739031091	Primary SEDOL: 2754060	Proxy Level: 3
Shares Voted: 490	Votable Shares: 490	*Shares on Loan: 0	Shares Instructed: 490
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
A1	Elect Director Blake D. Moret	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
A2	Elect Director Thomas W. Rosamilia	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
A3	Elect Director Patricia A. Watson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
B	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Rockwell Automation, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
C	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	01/15/2019	Auto-Approved	01/15/2019	490	490
Total Shares:								490	490

Axon Enterprise, Inc.

Meeting Date: 02/12/2019	Country: USA	Primary Security ID: 05464C101	Meeting ID: 1288806
Record Date: 12/27/2018	Meeting Type: Special	Ticker: AAXN	
Primary CUSIP: 05464C101	Primary ISIN: US05464C1018	Primary SEDOL: BDT5S35	Proxy Level: 3
Shares Voted: 2,928		Votable Shares: 2,928	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,928

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	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 Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan will facilitate a long-term incentive plan structure for which significant concerns were previously identified;- The equity program is estimated to be excessively dilutive (overriding factor);- Plan cost is excessive;- Estimated duration of available and proposed shares exceeds six years; 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	01/22/2019	Auto-Approved	01/22/2019	2,928	2,928	
Total Shares:							2,928	2,928	

Beacon Roofing Supply, Inc.

Meeting Date: 02/12/2019	Country: USA	Primary Security ID: 073685109	Meeting ID: 1290179
Record Date: 12/18/2018	Meeting Type: Annual	Ticker: BECN	
Primary CUSIP: 073685109	Primary ISIN: US0736851090	Primary SEDOL: B02TS99	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Beacon Roofing Supply, Inc.

Shares Voted: 4,239 **Votable Shares:** 4,239 ***Shares on Loan:** 0 **Shares Instructed:** 4,239
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 R. Buck	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.2	Elect Director Paul M. Isabella	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.3	Elect Director Carl T. Berquist	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.4	Elect Director Barbara G. Fast	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.5	Elect Director Richard W. Frost	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.6	Elect Director Alan Gershenhorn	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.7	Elect Director Philip W. Knisely	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.8	Elect Director Robert M. McLaughlin	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.9	Elect Director Neil S. Novich	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.10	Elect Director Stuart A. Randle	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.11	Elect Director Nathan K. Sleeper	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.12	Elect Director Douglas L. Young	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Beacon Roofing Supply, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	01/16/2019	Auto-Approved	01/16/2019	4,239	4,239
Total Shares:							4,239	4,239	

Newfield Exploration Co.

Meeting Date: 02/12/2019	Country: USA	Primary Security ID: 651290108	Meeting ID: 1289746
Record Date: 01/08/2019	Meeting Type: Special	Ticker: NFX	
Primary CUSIP: 651290108	Primary ISIN: US6512901082	Primary SEDOL: 2635079	Proxy Level: 5
Shares Voted: 2,220	Votable Shares: 2,220	*Shares on Loan: 0	Shares Instructed: 2,220
Total Ballots: 2	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The offer represented a 35.4 percent premium at announcement, and NFX shareholders will have the opportunity to participate in the upside potential of a lower-cost operator with greater geographic diversification (including in basins that have longer track records of success and are considered easier to operate in), a stronger balance sheet and capital structure, and the potential to realize G&A and well cost synergies of approximately \$250 million. Although the offer represents a discount to the trailing one-year high closing price, the transaction is all-stock and both parties are subject to the same commodity price cycle, mitigating concerns that the transaction is opportunistic for ECA. As such, a vote FOR this transaction is warranted.</i>							
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While cash severance is double trigger and of a reasonable basis, equity awards are entirely single trigger, and most NEOs' performance awards will be deemed achieved at the maximum level without a compelling rationale disclosed.</i>							
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as support for the underlying transaction is warranted.</i>							

Ballot Details

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, 6728029082	6728029082	Confirmed	Auto-Instructed	02/01/2019	Auto-Approved	02/01/2019	2,010	2,010
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	02/01/2019	Auto-Approved	02/01/2019	210	210

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Newfield Exploration Co.

Total Shares: 2,220 2,220

Varian Medical Systems, Inc.

Meeting Date: 02/14/2019	Country: USA	Primary Security ID: 92220P105	Meeting ID: 1287836
Record Date: 12/17/2018	Meeting Type: Annual	Ticker: VAR	
Primary CUSIP: 92220P105	Primary ISIN: US92220P1057	Primary SEDOL: 2927516	Proxy Level: 3
Total Ballots: 1	Shares Voted: 350	Votable Shares: 350	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 350

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anat Ashkenazi	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 30 percent diversity. The board does not include at least one minority director.</i>							
1b	Elect Director Jeffrey R. Balser	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 30 percent diversity. The board does not include at least one minority director.</i>							
1c	Elect Director Judy Bruner	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 30 percent diversity. The board does not include at least one minority director.</i>							
1d	Elect Director Jean-Luc Butel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 30 percent diversity. The board does not include at least one minority director.</i>							
1e	Elect Director Regina E. Dugan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 30 percent diversity. The board does not include at least one minority director.</i>							
1f	Elect Director R. Andrew Eckert	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 30 percent diversity. The board does not include at least one minority director.</i>							
1g	Elect Director Timothy E. Guertin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 30 percent diversity. The board does not include at least one minority director.</i>							
1h	Elect Director David J. Illingworth	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 30 percent diversity. The board does not include at least one minority director.</i>							
1i	Elect Director Dow R. Wilson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is at least 30 percent diversity. The board does not include at least one minority director.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
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Varian Medical Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Concerns remain regarding the payout structure for long-term incentive awards, particularly in light of the increased grant value of the CEO's equity awards. However, all of the CEO's 2018 equity awards are tied to pre-set performance goals. In addition, the adoption of three-year cumulative goals addresses past concerns over the use of long-term goals that were set annually.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblum Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	01/25/2019	Auto-Approved	01/25/2019	350	350
Total Shares:							350	350

Deere & Co.

Meeting Date: 02/27/2019	Country: USA	Primary Security ID: 244199105	Meeting ID: 1290272
Record Date: 12/31/2018	Meeting Type: Annual	Ticker: DE	
Primary CUSIP: 244199105	Primary ISIN: US2441991054	Primary SEDOL: 2261203	Proxy Level: 3
	Shares Voted: 200	Votable Shares: 200	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 200	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Vance D. Coffman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Alan C. Heuberger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Charles O. Holliday, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Dipak C. Jain	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Deere & Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Michael O. Johanns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Clayton M. Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Sherry M. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Sheila G. Talton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/04/2019	Auto-Approved	02/04/2019	200	200
Total Shares:							200	200

Tetra Tech, Inc.

Meeting Date: 02/28/2019	Country: USA	Primary Security ID: 88162G103	Meeting ID: 1291422
Record Date: 01/04/2019	Meeting Type: Annual	Ticker: TTEK	
Primary CUSIP: 88162G103	Primary ISIN: US88162G1031	Primary SEDOL: 2883890	Proxy Level: 3

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Tetra Tech, Inc.

Shares Voted: 2,027

Votable Shares: 2,027

*Shares on Loan: 0

Shares Instructed: 2,027

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 Dan L. Batrack	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.</i>						
1B	Elect Director Gary R. Birkenbeuel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.</i>						
1C	Elect Director Hugh M. Grant	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.</i>						
1D	Elect Director Patrick C. Haden	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.</i>						
1E	Elect Director J. Christopher Lewis	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.</i>						
1F	Elect Director Joanne M. Maguire	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.</i>						
1G	Elect Director Kimberly E. Ritrievi	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.</i>						
1H	Elect Director Albert E. Smith	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.</i>						
1I	Elect Director J. Kenneth Thompson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies. There is at least 30 percent diversity.</i>						
1J	Elect Director Kirsten M. Volpi	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Tetra Tech, 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	02/06/2019	Auto-Approved	02/06/2019	2,027	2,027
Total Shares:							2,027	2,027

Apple, Inc.

Meeting Date: 03/01/2019	Country: USA	Primary Security ID: 037833100	Meeting ID: 1289730
Record Date: 01/02/2019	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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 56

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Bell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Tim Cook	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Al Gore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Bob Iger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Andrea Jung	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Art Levinson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Ron Sugar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Sue Wagner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Apple, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time. Prior concerns regarding STIP goal rigor did not recur, and payouts under the program are substantiated by strong financial performance. CEO Cook's total reported pay remains below the peer median and vesting of his legacy promotional equity award reflects the company's TSR outperformance. Pay for other NEOs is reasonably performance-based, although their award opportunities are large and approximate those provided to peer CEOs</i>							
4	Proxy Access Amendments	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i>							
5	Disclose Board Diversity and Qualifications	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following reasons:- Apple provides sufficient information regarding the experiences, qualifications, and attributes of director nominees for shareholders to assess their suitability for the board; and- The company does not appear to be lagging its peers by not disclosing a board diversity and qualifications matrix. Furthermore, disclosing a nominee's ideological perspectives is not a standard industry procedure.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	02/05/2019	Auto-Approved	02/05/2019	56	56
Total Shares:							56	56

Johnson Controls International Plc

Meeting Date: 03/06/2019	Country: Ireland	Primary Security ID: G51502105	Meeting ID: 1291420
Record Date: 01/02/2019	Meeting Type: Annual	Ticker: JCI	
Primary CUSIP: G51502105	Primary ISIN: IE00BY7QL619	Primary SEDOL: BY7QL61	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 6,643	Votable Shares: 6,643	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 6,643

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean Blackwell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Pierre Cohade	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Johnson Controls International Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Michael E. Daniels	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Juan Pablo del Valle Perochena	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director W. Roy Dunbar	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Gretchen R. Haggerty	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Simone Menne	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director George R. Oliver	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Jurgen Tinggren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Mark Vergnano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director R. David Yost	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director John D. Young	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
3	Authorize Market Purchases of Company Shares	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as the Board is using share buybacks to redistribute cash to shareholders and all shareholders may participate on equal terms.</i>						

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 Location(s): Unitarian Universalist Association
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Johnson Controls International Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland and no concerns have been identified.</i>							
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. The compensation committee demonstrated responsiveness to last year's low say-on-pay vote, making some improvements to pay programs but failing to proactively address consecutive years of investor feedback regarding legacy CIC arrangements. However, while shareholders should continue to monitor that issue, incentive program changes were generally positive. The committee disclosed the metrics and thresholds for the strategic initiative modifier in the annual incentive plan and increased the performance period for PSUs from one year to three years, addressing the disclosed shareholder concerns with the pay program.</i>							
6	Approve the Directors' Authority to Allot Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within the recommended limits.</i>							
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within the recommended limits.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/11/2019	Auto-Approved	02/11/2019	6,643	6,643
Total Shares:							6,643	6,643

Cabot Corp.

Meeting Date: 03/07/2019	Country: USA	Primary Security ID: 127055101	Meeting ID: 1292543
Record Date: 01/15/2019	Meeting Type: Annual	Ticker: CBT	
Primary CUSIP: 127055101	Primary ISIN: US1270551013	Primary SEDOL: 2162500	Proxy Level: 3
	Shares Voted: 1,076	Votable Shares: 1,076	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,076	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael M. Morrow	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Sue H. Rataj	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Cabot Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Frank A. Wilson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director Matthias L. Wolfgruber	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	01/31/2019	Auto-Approved	02/05/2019	1,076	1,076
Total Shares:							1,076	1,076

The Walt Disney Co.

Meeting Date: 03/07/2019	Country: USA	Primary Security ID: 254687106	Meeting ID: 1290417
Record Date: 01/07/2019	Meeting Type: Annual	Ticker: DIS	
Primary CUSIP: 254687106	Primary ISIN: US2546871060	Primary SEDOL: 2270726	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,090	Votable Shares: 1,090	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,090

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan E. Arnold	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Mary T. Barra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Safra A. Catz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Francis A. deSouza	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Walt Disney Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Michael Froman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Robert A. Iger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Mark G. Parker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Derica W. Rice	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the board redesigned the CEO's special \$100 million equity grant to improve the performance criteria for the award, the committee did not address the portion which does not retain performance criteria. In addition, there are ongoing concerns regarding the structure and magnitude of annual pay programs, particularly on the heels of such a large special grant. Iger's annual compensation, excluding the special award, increased for the year in review and is expected to further grow once the Twenty-First Century Fox merger closes. Moreover, the committee granted him time-based stock options amounting to nearly \$8 million, despite the substantial time- and performance-based awards made last year.</i>							
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related policies and oversight mechanisms, along with its trade association memberships and payments, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							
5	Assess Feasibility of Cyber Security and Data Privacy as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the limited scope of the proposal and the lack of comprehensive disclosure describing how risks related to cyber security and data security are taken into consideration.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/11/2019	Auto-Approved	02/11/2019	1,090	1,090
Total Shares:							1,090	1,090

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

QUALCOMM, Inc.

Meeting Date: 03/12/2019	Country: USA	Primary Security ID: 747525103	Meeting ID: 1292357
Record Date: 01/14/2019	Meeting Type: Annual	Ticker: QCOM	
Primary CUSIP: 747525103	Primary ISIN: US7475251036	Primary SEDOL: 2714923	Proxy Level: 3
	Shares Voted: 2,560	Votable Shares: 2,560	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,560

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barbara T. Alexander	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mark Fields	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Jeffrey W. Henderson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Ann M. Livermore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Harish Manwani	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Mark D. McLaughlin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Steve Mollenkopf	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Clark T. "Sandy" Randt, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Francisco Ros	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Irene B. Rosenfeld	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Neil Smit	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Anthony J. Vincierra	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

QUALCOMM, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned 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, 6728029082		6728029082	Confirmed	Auto-Instructed	02/12/2019	Auto-Approved	02/12/2019	2,560	2,560
Total Shares:								2,560	2,560

Agilent Technologies, Inc.

Meeting Date: 03/20/2019	Country: USA	Primary Security ID: 00846U101	Meeting ID: 1294613
Record Date: 01/22/2019	Meeting Type: Annual	Ticker: A	
Primary CUSIP: 00846U101	Primary ISIN: US00846U1016	Primary SEDOL: 2520153	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,076	Votable Shares: 1,076	*Shares on Loan: 0
	Voting Policy: UUA	Shares Instructed: 1,076	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hans E. Bishop	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Paul N. Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Tadataka Yamada	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although concerns remain with respect to the vesting rigor of performance share units, a majority of incentives are tied to pre-set objective measures and the CEO's total compensation is reasonably aligned with performance at this time.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Agilent Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: 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, 6728029082		6728029082	Confirmed	Auto-Instructed	02/26/2019	Auto-Approved	02/26/2019	1,076	1,076
Total Shares:								1,076	1,076

Starbucks Corp.

Meeting Date: 03/20/2019	Country: USA	Primary Security ID: 855244109	Meeting ID: 1292549
Record Date: 01/10/2019	Meeting Type: Annual	Ticker: SBUX	
Primary CUSIP: 855244109	Primary ISIN: US8552441094	Primary SEDOL: 2842255	Proxy Level: 3
Shares Voted: 2,668		Votable Shares: 2,668	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,668

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rosalind G. Brewer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Mary N. Dillon	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Melody Hobson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Kevin R. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Satya Nadella	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Starbucks Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Joshua Cooper Ramo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Clara Shih	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Javier G. Teruel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Myron E. Ullman, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Adopt a Policy on Board Diversity	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following reasons:- Starbucks already provides a director qualifications matrix which provides information regarding the experiences, qualifications, and attributes of director nominees; and- The company does not appear to be lagging its peers by not disclosing a nominee's ideological perspectives. The practice does not appear to be a standard industry procedure.</i>							
5	Report on Sustainable Packaging	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional disclosure on the company's targets and initiatives for managing associated financial, environmental, and reputational risks regarding its packaging.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/20/2019	Auto-Approved	02/20/2019	2,668	2,668
Total Shares:							2,668	2,668

Keysight Technologies, Inc.

Meeting Date: 03/21/2019	Country: USA	Primary Security ID: 49338L103	Meeting ID: 1293932
Record Date: 01/22/2019	Meeting Type: Annual	Ticker: KEYS	
Primary CUSIP: 49338L103	Primary ISIN: US49338L1035	Primary SEDOL: BQZJ0Q9	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Keysight Technologies, Inc.

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
1.1	Elect Director James G. Cullen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Jean M. Halloran	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns are identified at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/26/2019	Auto-Approved	02/26/2019	1,360	1,360
Total Shares:							1,360	1,360

Schlumberger Limited

Meeting Date: 04/03/2019 **Country:** Curacao **Primary Security ID:** 806857108 **Meeting ID:** 1297469
Record Date: 02/13/2019 **Meeting Type:** Annual **Ticker:** SLB
Primary CUSIP: 806857108 **Primary ISIN:** AN8068571086 **Primary SEDOL:** 2779201 **Proxy Level:** N/A
Shares Voted: 4,442 **Votable Shares:** 4,442 ***Shares on Loan:** 0 **Shares Instructed:** 4,442
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 L.S. Currie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Miguel M. Galuccio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Schlumberger Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Paal Kibsgaard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Nikolay Kudryavtsev	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Tatiana A. Mitrova	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Indra K. Nooyi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Lubna S. Olayan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Mark G. Papa	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Leo Rafael Reif	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Henri Seydoux	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Following last year's low say-on-pay vote, the committee engaged with investors and made positive changes to compensation programs, including increased emphasis on objective performance criteria for annual incentives and implementation of a TSR modifier to effectively lengthen performance measurement periods to three years. While the company continues to benchmark compensation above the median, citing retention concerns, the CEO's realizable pay is aligned with negative shareholder returns over the long-term. Further, the company did not make retention grants to NEOs in FY2018, a concern highlighted in recent years.</i>						
3	Adopt and Approve Financials and Dividends	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: In the absence of any concerns over the company's financial statements, a vote FOR this proposal is warranted.</i>						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
5	Amend Non-Employee Director Restricted Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The shareholder value transfer appears to be within a reasonable range;- The plan does not allow for repricing of stock options without prior shareholder approval; and- The equity burn rate is reasonable.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Schlumberger Limited

Ballot Details								
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, 6728029082	6728029082	Confirmed	Auto-Instructed	03/07/2019	Auto-Approved	03/07/2019	4,442	4,442
Total Shares:							4,442	4,442

The Goodyear Tire & Rubber Company

Meeting Date: 04/08/2019	Country: USA	Primary Security ID: 382550101	Meeting ID: 1304450
Record Date: 02/12/2019	Meeting Type: Annual	Ticker: GT	
Primary CUSIP: 382550101	Primary ISIN: US3825501014	Primary SEDOL: 2378200	Proxy Level: 3
	Shares Voted: 2,490	Votable Shares: 2,490	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 2,490	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James A. Firestone	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director Werner Geissler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Peter S. Hellman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Laurette T. Koellner	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director Richard J. Kramer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director W. Alan McCollough	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director John E. McGlade	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director Michael J. Morell	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Roderick A. Palmore	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Goodyear Tire & Rubber Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Stephanie A. Streeter	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1k	Elect Director Thomas H. Weidemeyer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1l	Elect Director Michael R. Wessel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1m	Elect Director Thomas L. Williams	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/20/2019	Auto-Approved	03/20/2019	2,335	2,335
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/20/2019	Auto-Approved	03/20/2019	155	155
Total Shares:							2,490	2,490

The Bank of New York Mellon Corporation

Meeting Date: 04/09/2019	Country: USA	Primary Security ID: 064058100	Meeting ID: 1304599
Record Date: 02/12/2019	Meeting Type: Annual	Ticker: BK	
Primary CUSIP: 064058100	Primary ISIN: US0640581007	Primary SEDOL: B1Z77F6	Proxy Level: 4
Shares Voted: 4,076		Votable Shares: 4,076	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 4,076

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	Yes	For	For	For	For

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Linda Z. Cook	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Edward P. Garden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director John M. Hinshaw	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Edmund F. "Ted" Kelly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Jennifer B. Morgan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Charles W. Scharf	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Samuel C. Scott, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Alfred "Al" W. Zollar	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
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The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Provide Right to Act by Less than Unanimous Written Consent	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would allow shareholders to take action between shareholder meetings, and because the proposal demonstrates the board's responsiveness to a shareholder proposal that received significant support at last year's annual meeting.</i>							
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
6	Report on Gender Pay Gap	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as adoption of this proposal should serve to further strengthen the company's existing diversity initiatives. Additionally, shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/18/2019	Auto-Approved	03/18/2019	4,076	4,076
Total Shares:							4,076	4,076

Adobe Inc.

Meeting Date: 04/11/2019	Country: USA	Primary Security ID: 00724F101	Meeting ID: 1301553
Record Date: 02/13/2019	Meeting Type: Annual	Ticker: ADBE	
Primary CUSIP: 00724F101	Primary ISIN: US00724F1012	Primary SEDOL: 2008154	Proxy Level: 3
Total Ballots: 2	Shares Voted: 4,765	Votable Shares: 4,765	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 4,765

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy L. Banse	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Frank A. Calderoni	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director James E. Daley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Laura B. Desmond	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Adobe Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Charles M. Geschke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Shantanu Narayen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Kathleen Oberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Dheeraj Pandey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director David A. Ricks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Daniel L. Rosensweig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director John E. Warnock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, given that pay and performance are reasonably aligned at this time. However, concerns remain regarding the lack of full disclosure and the degree of discretion exercised in determining the annual incentives.</i>							
5	Report on Gender Pay Gap	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives. Additionally, adoption of this proposal should serve to further strengthen the company's existing diversity initiative.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/18/2019	Auto-Approved	03/18/2019	550	550
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	03/18/2019	Auto-Approved	03/18/2019	4,215	4,215
Total Shares:							4,765	4,765

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Adobe Inc.

Newmont Mining Corporation

Meeting Date: 04/11/2019	Country: USA	Primary Security ID: 651639106	Meeting ID: 1305379
Record Date: 02/20/2019	Meeting Type: Special	Ticker: NEM	
Primary CUSIP: 651639106	Primary ISIN: US6516391066	Primary SEDOL: 2636607	Proxy Level: 5
	Shares Voted: 2,196	Votable Shares: 2,196	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 2,196

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed increase in authorized shares of common stock is reasonable, and there are no substantial concerns about the company's past use of shares.</i>							
2	Issue Shares in Connection with Arrangement Agreement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the solid strategic rationale and expected financial benefits, which are bolstered by the recent addition of a special dividend to NEM shareholders.</i>							
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given support for Items 1 and 2 is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/26/2019	Auto-Approved	03/26/2019	2,051	2,051
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/26/2019	Auto-Approved	03/26/2019	145	145
Total Shares:							2,196	2,196

Bristol-Myers Squibb Company

Meeting Date: 04/12/2019	Country: USA	Primary Security ID: 110122108	Meeting ID: 1298108
Record Date: 03/01/2019	Meeting Type: Proxy Contest	Ticker: BMY	
Primary CUSIP: 110122108	Primary ISIN: US1101221083	Primary SEDOL: 2126335	Proxy Level: 5
	Shares Voted: 3,104	Votable Shares: 3,104	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 3,104

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Proxy	Mgmt	No				

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Reporting Period: 07/01/2018 to 06/30/2019
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Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The proposed transaction has sound strategic rationale and the valuation appears reasonable. Considering the company's current situation and the lack of assuredly superior alternatives given the risk inherent to all paths of drug development, support FOR this transaction is warranted.</i>							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as support for the underlying transaction is warranted.</i>							
	Dissident Proxy (Blue Proxy Card)	Mgmt	No				
1	Issue Shares in Connection with Merger	Mgmt	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
2	Adjourn Meeting	Mgmt	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/29/2019	Auto-Approved	03/29/2019	2,980	2,980
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/29/2019	Auto-Approved	03/29/2019	124	124
Total Shares:							3,104	3,104

Citigroup Inc.

Meeting Date: 04/16/2019	Country: USA	Primary Security ID: 172967424	Meeting ID: 1303433
Record Date: 02/19/2019	Meeting Type: Annual	Ticker: C	
Primary CUSIP: 172967424	Primary ISIN: US1729674242	Primary SEDOL: 2297907	Proxy Level: 3
	Shares Voted: 4,190	Votable Shares: 4,190	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 4,190	

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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Ellen M. Costello	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Barbara J. Desoer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director John C. Dugan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Duncan P. Hennes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Peter B. Henry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director S. Leslie Ireland	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Lew W. (Jay) Jacobs, IV	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Renee J. James	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Eugene M. McQuade	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Gary M. Reiner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Diana L. Taylor	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director James S. Turley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1n	Elect Director Deborah C. Wright	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1o	Elect Director Ernesto Zedillo Ponce de Leon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
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Citigroup 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
<i>Voting Policy Rationale: The CEO's (and other NEOs') total pay is ultimately determined by committee discretion guided by scorecard performance assessments, whereas investors increasingly prefer objective determinations that can be readily assessed when evaluating pay-for-performance linkage. While discretionary programs are common among large financial institutions, the market has shifted since say-on-pay was mandated, and many companies have taken steps to reduce discretionary elements in recent years in response to shareholder feedback. Total pay magnitude being determined at the committee's discretion is normally cause for concern; however, their assessments have not resulted in a quantitative pay-for-performance misalignment for the year in review. Further, the scorecard has utilized consistent metrics over several years, and half of equity incentives carry rigorous performance criteria once granted. Therefore, on balance, a vote FOR this proposal is warranted. Shareholders are advised to closely monitor the company's incentive pay structure, particularly should CEO pay and company performance not align going forward.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Amend Proxy Access Right	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20 shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i>							
6	Prohibit Accelerated Vesting of Awards to Pursue Government Service	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders should not have to incur the costs associated with an executive's personal decision to enter government service. Moreover, policies providing for special compensation arrangements to enter into government service are uncommon, and the proposal is sufficiently tailored to address concerns.</i>							
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the reduction to a 15 percent threshold to call a special meeting would improve shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/22/2019	Auto-Approved	03/22/2019	4,190	4,190
Total Shares:							4,190	4,190

Fifth Third Bancorp

Meeting Date: 04/16/2019	Country: USA	Primary Security ID: 316773100	Meeting ID: 1303316
Record Date: 02/22/2019	Meeting Type: Annual	Ticker: FITB	
Primary CUSIP: 316773100	Primary ISIN: US3167731005	Primary SEDOL: 2336747	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Fifth Third Bancorp

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director B. Evan Bayh, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Jorge L. Benitez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Katherine B. Blackburn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Emerson L. Brumback	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Jerry W. Burris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Greg D. Carmichael	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director C. Bryan Daniels	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Thomas H. Harvey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Gary R. Heminger	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Jewell D. Hoover	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Eileen A. Mallesch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Michael B. McCallister	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Fifth Third Bancorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.14	Elect Director Marsha C. Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote FOR the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
6	Authorize New Class of Preferred Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company has provided sufficient reasoning for the need to amend their articles of incorporation to create and authorize for issuance a new class of blank check preferred stock. Moreover, the company states that the Class B Preferred Stock will not be issued or used for any defensive or anti-takeover purposes or for the purpose of implementing any shareholder rights plans.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/20/2019	Auto-Approved	03/20/2019	421	421
Total Shares:							421	421

U.S. Bancorp

Meeting Date: 04/16/2019	Country: USA	Primary Security ID: 902973304	Meeting ID: 1302805
Record Date: 02/19/2019	Meeting Type: Annual	Ticker: USB	
Primary CUSIP: 902973304	Primary ISIN: US9029733048	Primary SEDOL: 2736035	Proxy Level: 3
Total Ballots: 1	Shares Voted: 5,446	Votable Shares: 5,446	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 5,446

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warner L. Baxter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

U.S. Bancorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Dorothy J. Bridges	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Elizabeth L. Buse	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Marc N. Casper	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Andrew Cecere	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Arthur D. Collins, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Kimberly J. Harris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Roland A. Hernandez	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Doreen Woo Ho	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Olivia F. Kirtley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Karen S. Lynch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Richard P. McKenney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Yusuf I. Mehdi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1n	Elect Director David B. O'Maley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1o	Elect Director O'dell M. Owens	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

U.S. Bancorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1p	Elect Director Craig D. Schnuck	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1q	Elect Director Scott W. Wine	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/15/2019	Auto-Approved	03/17/2019	5,446	5,446
Total Shares:							5,446	5,446

ORBCOMM, Inc.

Meeting Date: 04/17/2019	Country: USA	Primary Security ID: 68555P100	Meeting ID: 1308096
Record Date: 03/01/2019	Meeting Type: Annual	Ticker: ORBC	
Primary CUSIP: 68555P100	Primary ISIN: US68555P1003	Primary SEDOL: B19FR01	Proxy Level: 3
Total Ballots: 1	Shares Voted: 11,379	Votable Shares: 11,379	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 11,379

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Denise Gibson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Karen Gould	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ORBCOMM, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns are identified at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	03/22/2019	Auto-Approved	03/22/2019	11,379	11,379
Total Shares:							11,379	11,379	

Sonoco Products Co.

Meeting Date: 04/17/2019	Country: USA	Primary Security ID: 835495102	Meeting ID: 1308134
Record Date: 02/27/2019	Meeting Type: Annual	Ticker: SON	
Primary CUSIP: 835495102	Primary ISIN: US8354951027	Primary SEDOL: 2821395	Proxy Level: 3
Shares Voted: 2,900		Votable Shares: 2,900	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,900

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela L. Davies	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Theresa J. Drew	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Philippe Guillemot	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director John R. Haley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Richard G. Kyle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Robert C. Tiede	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Sonoco Products Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Thomas E. Whiddon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers, LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/26/2019	Auto-Approved	03/26/2019	2,900	2,900
Total Shares:							2,900	2,900

Owens Corning

Meeting Date: 04/18/2019	Country: USA	Primary Security ID: 690742101	Meeting ID: 1307461
Record Date: 02/19/2019	Meeting Type: Annual	Ticker: OC	
Primary CUSIP: 690742101	Primary ISIN: US6907421019	Primary SEDOL: B1FW7Q2	Proxy Level: 3
Shares Voted: 612	Votable Shares: 612	*Shares on Loan: 0	Shares Instructed: 612
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 Adrienne D. Elsner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1B	Elect Director J. Brian Ferguson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Owens Corning

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1C	Elect Director Ralph F. Hake	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1D	Elect Director Edward F. Lonergan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1E	Elect Director Maryann T. Mannen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1F	Elect Director W. Howard Morris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1G	Elect Director Suzanne P. Nimocks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1H	Elect Director Michael H. Thaman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1I	Elect Director John D. Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is identified, a vote FOR this proposal is warranted given that pay and performance are reasonably aligned at this time.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/26/2019	Auto-Approved	03/26/2019	612	612
Total Shares:							612	612

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

PPG Industries, Inc.

Meeting Date: 04/18/2019	Country: USA	Primary Security ID: 693506107	Meeting ID: 1303907
Record Date: 02/22/2019	Meeting Type: Annual	Ticker: PPG	
Primary CUSIP: 693506107	Primary ISIN: US6935061076	Primary SEDOL: 2698470	Proxy Level: 3
	Shares Voted: 740	Votable Shares: 740	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 740

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James G. Berges	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director John V. Faraci	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Gary R. Heminger	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Michael H. McGarry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2.1	Elect Director Steven A. Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2.2	Elect Director Catherine R. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance appear reasonably aligned at this time.</i>							
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>							
5	Reduce Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							
6	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/21/2019	Auto-Approved	03/21/2019	740	740

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

PPG Industries, Inc.

Total Shares:	740	740
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The AES Corporation

Meeting Date: 04/18/2019	Country: USA	Primary Security ID: 00130H105	Meeting ID: 1303762
Record Date: 02/26/2019	Meeting Type: Annual	Ticker: AES	
Primary CUSIP: 00130H105	Primary ISIN: US00130H1059	Primary SEDOL: 2002479	Proxy Level: 3
Total Ballots: 1	Shares Voted: 4,280	Votable Shares: 4,280	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 4,280

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janet G. Davidson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Andres R. Gluski	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Charles L. Harrington	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Tarun Khanna	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Holly K. Koeppel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director James H. Miller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Alain Monie	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director John B. Morse, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Moises Naim	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Jeffrey W. Ubben	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
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The AES Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.									
3	Ratify Ernst & Young LLP as Auditor	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, 6728029082		6728029082	Confirmed	Auto-Instructed	03/19/2019	Auto-Approved	03/19/2019	4,280	4,280
Total Shares:								4,280	4,280

American Electric Power Co., Inc.

Meeting Date: 04/23/2019	Country: USA	Primary Security ID: 025537101	Meeting ID: 1306403
Record Date: 02/25/2019	Meeting Type: Annual	Ticker: AEP	
Primary CUSIP: 025537101	Primary ISIN: US0255371017	Primary SEDOL: 2026242	Proxy Level: 3
	Shares Voted: 113	Votable Shares: 113	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 113

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director David J. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director J. Barnie Beasley, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Ralph D. Crosby, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Linda A. Goodspeed	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Thomas E. Hoaglin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

American Electric Power Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Sandra Beach Lin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Margaret M. McCarthy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Richard C. Notebaert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Stephen S. Rasmussen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director Oliver G. Richard, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.13	Elect Director Sara Martinez Tucker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Eliminate Preemptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the elimination of preemptive rights will facilitate the issuance of shares in a timely manner.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance appear reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/19/2019	Auto-Approved	03/24/2019	113	113
Total Shares:							113	113

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Comerica Incorporated

Meeting Date: 04/23/2019	Country: USA	Primary Security ID: 200340107	Meeting ID: 1305807
Record Date: 02/22/2019	Meeting Type: Annual	Ticker: CMA	
Primary CUSIP: 200340107	Primary ISIN: US2003401070	Primary SEDOL: 2212870	Proxy Level: 3
	Shares Voted: 1,380	Votable Shares: 1,380	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 1,380

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ralph W. Babb, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Michael E. Collins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Roger A. Cregg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director T. Kevin DeNicola	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Curtis C. Farmer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Jacqueline P. Kane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Richard G. Lindner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Barbara R. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Robert S. Taubman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Reginald M. Turner, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Nina G. Vaca	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Michael G. Van de Ven	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Comerica Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify Ernst & Young as Auditor	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year under review.									
Ballot Details									
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, 6728029082		6728029082	Confirmed	Auto-Instructed	03/21/2019	Auto-Approved	03/24/2019	1,317	1,317
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	03/21/2019	Auto-Approved	03/24/2019	63	63
Total Shares:								1,380	1,380

HP Inc.

Meeting Date: 04/23/2019	Country: USA	Primary Security ID: 40434L105	Meeting ID: 1299407
Record Date: 02/22/2019	Meeting Type: Annual	Ticker: HPQ	
Primary CUSIP: 40434L105	Primary ISIN: US40434L1052	Primary SEDOL: BYX4D52	Proxy Level: 3
Shares Voted: 2,730		Votable Shares: 2,730	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,730

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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Shumeet Banerji	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Robert R. Bennett	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Charles "Chip" V. Bergh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Stacy Brown-Philpot	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

HP Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Stephanie A. Burns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Mary Anne Citrino	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Yoky Matsuoka	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Stacey Mobley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Subra Suresh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Dion J. Weisler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/18/2019	Auto-Approved	03/24/2019	2,730	2,730
Total Shares:							2,730	2,730

Noble Energy, Inc.

Meeting Date: 04/23/2019	Country: USA	Primary Security ID: 655044105	Meeting ID: 1300544
Record Date: 02/22/2019	Meeting Type: Annual	Ticker: NBL	
Primary CUSIP: 655044105	Primary ISIN: US6550441058	Primary SEDOL: 2640761	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Noble Energy, Inc.

Shares Voted: 2,670 **Votable Shares:** 2,670 ***Shares on Loan:** 0 **Shares Instructed:** 2,670
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 Jeffrey L. Berenson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1b	Elect Director Michael A. Cawley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1c	Elect Director James E. Craddock	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is non-independent and sits on a key committee.</i>						
1d	Elect Director Barbara J. Duganier	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1e	Elect Director Thomas J. Edelman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1f	Elect Director Holli C. Ladhani	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1g	Elect Director David L. Stover	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1h	Elect Director Scott D. Urban	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1i	Elect Director William T. Van Kleef	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While pay and performance misalignment concerns were mitigated by lower pay and improvements to the long-term program, such enhancements were offset by NEO Willingham's excessive severance pay of \$2.2 million upon his resignation. Payment of severance upon a voluntary termination is not a common market practice, as severance is intended as a protection against involuntary job loss. Further, the amount of his severance significantly exceeds what was previously disclosed, even upon an involuntary termination.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Noble Energy, 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, 6728029082	6728029082	Confirmed	Auto-Instructed	03/27/2019	Auto-Approved	03/27/2019	2,485	2,485
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/27/2019	Auto-Approved	03/27/2019	185	185
Total Shares:							2,670	2,670

Northern Trust Corp.

Meeting Date: 04/23/2019	Country: USA	Primary Security ID: 665859104	Meeting ID: 1306017
Record Date: 02/25/2019	Meeting Type: Annual	Ticker: NTRS	
Primary CUSIP: 665859104	Primary ISIN: US6658591044	Primary SEDOL: 2648668	Proxy Level: 4
	Shares Voted: 1,002	Votable Shares: 1,002	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 1,002

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Walker Bynoe	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Susan Crown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Dean M. Harrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Jay L. Henderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Marcy S. Klevorn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Siddharth N. "Bobby" Mehta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Michael G. O'Grady	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Jose Luis Prado	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Northern Trust Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Thomas E. Richards	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Martin P. Slark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director David H. B. Smith, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Donald Thompson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Charles A. Tribbett, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure of the company's political contributions, including payments to trade associations, and mechanisms for oversight and management would allow shareholders to better assess associated risks.</i>							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the reduction to a 15 percent threshold to call a special meeting would improve shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/22/2019	Auto-Approved	03/24/2019	950	950
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/22/2019	Auto-Approved	03/24/2019	52	52
Total Shares:							1,002	1,002

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

SunTrust Banks, Inc.

Meeting Date: 04/23/2019	Country: USA	Primary Security ID: 867914103	Meeting ID: 1304363
Record Date: 02/13/2019	Meeting Type: Annual	Ticker: STI	
Primary CUSIP: 867914103	Primary ISIN: US8679141031	Primary SEDOL: 2860990	Proxy Level: 3
Total Ballots: 1	Shares Voted: 173 Voting Policy: UUA	Votable Shares: 173 *Shares on Loan: 0	Shares Instructed: 173

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Agnes Bundy Scanlan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Dallas S. Clement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Paul D. Donahue	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Paul R. Garcia	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Donna S. Morea	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director David M. Ratcliffe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director William H. Rogers, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Frank P. Scruggs, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Bruce L. Tanner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Steven C. Voorhees	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as at this time pay and performance appear to be reasonably aligned.</i>							
3	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

SunTrust Banks, 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, 6728029075	6728029075	Confirmed	Auto-Instructed	03/20/2019	Auto-Approved	03/24/2019	173	173
Total Shares:							173	173

The PNC Financial Services Group, Inc.

Meeting Date: 04/23/2019 **Country:** USA **Primary Security ID:** 693475105 **Meeting ID:** 1305808
Record Date: 02/01/2019 **Meeting Type:** Annual **Ticker:** PNC

Primary CUSIP: 693475105 **Primary ISIN:** US6934751057 **Primary SEDOL:** 2692665 **Proxy Level:** 3

Shares Voted: 1,934 **Votable Shares:** 1,934 ***Shares on Loan:** 0 **Shares Instructed:** 1,934
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 Joseph Alvarado	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Charles E. Bunch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Debra A. Cafaro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Marjorie Rodgers Cheshire	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director William S. Demchak	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Andrew T. Feldstein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Richard J. Harshman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Daniel R. Hesse	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Richard B. Kelson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The PNC Financial Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Linda R. Medler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Martin Pfinsgraff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director Toni Townes-Whitley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.13	Elect Director Michael J. Ward	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While some features of the annual as well as long-term incentive program may raise shareholder concerns, pay and performance are reasonably aligned for the year under review.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/26/2019	Auto-Approved	03/26/2019	1,934	1,934
Total Shares:							1,934	1,934

Wells Fargo & Company

Meeting Date: 04/23/2019	Country: USA	Primary Security ID: 949746101	Meeting ID: 1306823
Record Date: 02/26/2019	Meeting Type: Annual	Ticker: WFC	
Primary CUSIP: 949746101	Primary ISIN: US9497461015	Primary SEDOL: 2649100	Proxy Level: 3
Shares Voted: 115	Votable Shares: 115	*Shares on Loan: 0	Shares Instructed: 115
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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Celeste A. Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 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
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Elizabeth A. "Betsy" Duke	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Wayne M. Hewett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Donald M. James	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Maria R. Morris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Juan A. Pujadas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director James H. Quigley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Ronald L. Sargent	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director C. Allen Parker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: CEO total pay is not based on a pre-set award opportunity, but rather determined by committee discretion guided by performance assessments. Investors increasingly prefer objective determinations that can be readily assessed when evaluating pay-for-performance linkage. While discretionary programs remain common among large financial institutions such as Wells Fargo, the market has shifted since say-on-pay was mandated, and many boards have taken steps to reduce discretionary elements in recent years in response to shareholder feedback. CEO total pay being determined at the committee's discretion is normally cause for concern; however, their assessments have not resulted in a quantitative pay-for-performance misalignment for the year in review. It is also a positive sign that the entirety of incentives have performance criteria once granted. Lastly, former CEO Sloan is not entitled to any special treatment or additional compensation in connection with his recently-announced retirement. On balance, a vote FOR this proposal is warranted. Shareholders are advised to closely monitor the company's discretionary pay structure, particularly should CEO pay and company performance not align going forward.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 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
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
5	Report on Incentive-Based Compensation and Risks of Material Losses	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted, as shareholders would benefit from additional disclosure about employee incentive compensation programs that could lead to material losses due to excessive risk taking, given that broad-based employee incentive structures played a significant role in recent high-profile controversy and reputational harm at the company.</i>							
6	Report on Global Median Gender Pay Gap	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted, as adoption of this proposal should serve to further strengthen the company's existing diversity initiatives. Additionally, given that other companies have shown support for eliminating inequality on pay and achieving gender pay parity, it should not be prohibitively costly or unduly burdensome for the company to take on similar actions.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/03/2019	Auto-Approved	04/03/2019	115	115
Total Shares:							115	115

Ball Corporation

Meeting Date: 04/24/2019	Country: USA	Primary Security ID: 058498106	Meeting ID: 1305974
Record Date: 03/01/2019	Meeting Type: Annual	Ticker: BLL	
Primary CUSIP: 058498106	Primary ISIN: US0584981064	Primary SEDOL: 2073022	Proxy Level: 3
	Shares Voted: 1,370	Votable Shares: 1,370	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,370	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel J. Heinrich	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes from all director nominees for their failure to opt-out of the amendment to Indiana Business law that resulted in a perpetually-classified board. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Georgia R. Nelson	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes from all director nominees for their failure to opt-out of the amendment to Indiana Business law that resulted in a perpetually-classified board. WITHHOLD votes from Georgia Nelson (the only member of the nominating/corporate governance committee up for election) for a material governance failure. The company's governing documents prohibit shareholders from amending the company bylaws. 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 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ball Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.3	Elect Director Cynthia A. Niekamp	Mgmt	Yes	For	Withhold	Withhold	Withhold		
Voting Policy Rationale: WITHHOLD votes from all director nominees for their failure to opt-out of the amendment to Indiana Business law that resulted in a perpetually-classified board. There is both gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Ratify PricewaterhouseCoopers LLP as Auditor	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 last year's low say-on-pay vote result, representatives from the company met with investors to understand the concerns that led to the relatively low support level. The company indicates the low vote was primarily due to a substantial shareholder's concern regarding special acquisition-related grants made in FY2017. In response, the board committed to evaluating the use of the program in the future and to reporting back to shareholders with the results of that evaluation in the 2020 proxy statement. Additionally, while certain concerns remain regarding the company's goal-setting processes for incentive programs, pay and performance were reasonably aligned for the year in review.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	03/25/2019	Auto-Approved	03/25/2019	1,370	1,370
Total Shares:								1,370	1,370

Bank of America Corporation

Meeting Date: 04/24/2019	Country: USA	Primary Security ID: 060505104	Meeting ID: 1306790
Record Date: 03/04/2019	Meeting Type: Annual	Ticker: BAC	
Primary CUSIP: 060505104	Primary ISIN: US0605051046	Primary SEDOL: 2295677	Proxy Level: 3
	Shares Voted: 10,496	Votable Shares: 10,496	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 10,496

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Susan S. Bies	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Jack O. Bovender, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Frank P. Bramble, Sr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Pierre J.P. de Weck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Arnold W. Donald	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Linda P. Hudson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Monica C. Lozano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Thomas J. May	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Brian T. Moynihan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Clayton S. Rose	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Michael D. White	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1n	Elect Director Thomas D. Woods	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1o	Elect Director R. David Yost	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1p	Elect Director Maria T. Zuber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: The executive pay program's reliance on compensation committee discretion raises some concern, as each NEO's total annual pay is ultimately determined discretionarily, although guided by wide-ranging performance assessments. Investors increasingly prefer incentive programs to minimize committee discretion in favor of more objective and formula-driven determinations that can be readily assessed when evaluating pay-for-performance linkage. While discretionary programs are common among large financial institutions such as BAC, the market has shifted since say-on-pay was mandated, and many companies have taken steps to reduce discretionary elements in recent years in response to shareholder feedback. Total pay being determined at the committee's discretion is normally cause for concern; however, their assessments have not resulted in a quantitative pay-for-performance misalignment for the year in review. Also, the assessments have utilized mostly consistent metrics, and the majority of equity incentives carry performance criteria once granted and their performance targets are growth-based and clearly disclosed. Therefore, on balance, a vote FOR this proposal is warranted. Nevertheless, shareholders are advised to monitor the company's incentive pay structure, as the heavy reliance on discretion may be called into question should CEO pay and company performance become misaligned going forward.</i></p>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i></p>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>							
5	Report on Gender Pay Gap	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives.</i></p>							
6	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i></p>							
7	Amend Proxy Access Right	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the company's proxy access right for shareholders while maintaining safeguards in the nomination process.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/02/2019	Auto-Approved	04/02/2019	10,216	10,216
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/02/2019	Auto-Approved	04/02/2019	280	280
Total Shares:							10,496	10,496

BorgWarner Inc.

Meeting Date: 04/24/2019	Country: USA	Primary Security ID: 099724106	Meeting ID: 1307901
Record Date: 03/01/2019	Meeting Type: Annual	Ticker: BWA	
Primary CUSIP: 099724106	Primary ISIN: US0997241064	Primary SEDOL: 2111955	Proxy Level: 3

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

Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

BorgWarner Inc.

Shares Voted: 320 **Votable Shares:** 320 ***Shares on Loan:** 0 **Shares Instructed:** 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 Jan Carlson	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.2	Elect Director Dennis C. Cuneo	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse.</i>						
1.3	Elect Director Michael S. Hanley	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse.</i>						
1.4	Elect Director Frederic B. Lissalde	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse.</i>						
1.5	Elect Director Paul A. Mascarenas	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse.</i>						
1.6	Elect Director John R. McKernan, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse.</i>						
1.7	Elect Director Deborah D. McWhinney	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse.</i>						
1.8	Elect Director Alexis P. Michas	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse.</i>						
1.9	Elect Director Vicki L. Sato	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance appear to be aligned in the period under review.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

BorgWarner Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/27/2019	Auto-Approved	03/27/2019	320	320
Total Shares:							320	320

Cigna Corporation

Meeting Date: 04/24/2019 Country: USA Primary Security ID: 125523100 Meeting ID: 1308159
 Record Date: 02/25/2019 Meeting Type: Annual Ticker: CI

Primary CUSIP: 125523100 Primary ISIN: US1255231003 Primary SEDOL: BHH0775 Proxy Level: 3

Shares Voted: 593 Votable Shares: 593 *Shares on Loan: 0 Shares Instructed: 593
 Total Ballots: 2 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David M. Cordani	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director William J. DeLaney	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Eric J. Foss	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director Elder Granger	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Isaiah Harris, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.6	Elect Director Roman Martinez, IV	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director Kathleen M. Mazzarella	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.8	Elect Director Mark B. McClellan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.9	Elect Director John M. Partridge	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Cigna Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director William L. Roper	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Eric C. Wiseman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director Donna F. Zarcone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.13	Elect Director William D. Zollars	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that CEO pay is reasonably aligned with performance for the year under review. Shareholders should continue to monitor the executive pay program given concern regarding the Committee's significant discretion to determine annual incentive payouts.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that it would provide shareholders with a meaningful written consent right and a means to act between annual meetings.</i>							
5	Report on Cyber Risk *Withdrawn Resolution*	SH	No				
6	Report on Gender Pay Gap	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/12/2019	Auto-Approved	04/12/2019	490	490
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/12/2019	Auto-Approved	04/12/2019	103	103
Total Shares:							593	593

Eaton Corporation plc

Meeting Date: 04/24/2019	Country: Ireland	Primary Security ID: G29183103	Meeting ID: 1307885
Record Date: 02/25/2019	Meeting Type: Annual	Ticker: ETN	
Primary CUSIP: G29183103	Primary ISIN: IE00B8KQN827	Primary SEDOL: B8KQN82	Proxy Level: N/A

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Eaton Corporation plc

Shares Voted: 3,090

Votable Shares: 3,090

*Shares on Loan: 0

Shares Instructed: 3,090

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 Craig Arnold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Todd M. Bluedorn	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Christopher M. Connor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Michael J. Critelli	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Richard H. Fearon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Arthur E. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Olivier Leonetti	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Deborah L. McCoy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Gerald B. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Dorothy C. Thompson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Approve Ernst & Young LLP as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.09 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Eaton Corporation plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							
4	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits. These proposals have been analyzed under the ISS UK & Ireland Policy, as they relate to the company's incorporation in Ireland.</i>							
5	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits. These proposals have been analyzed under the ISS UK & Ireland Policy, as they relate to the company's incorporation in Ireland.</i>							
6	Authorize Share Repurchase of Issued Share Capital	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Further, the board is using share buybacks to return value to shareholders and all shareholders may participate on equal terms.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/29/2019	Auto-Approved	03/29/2019	3,090	3,090
Total Shares:							3,090	3,090

Marathon Petroleum Corporation

Meeting Date: 04/24/2019	Country: USA	Primary Security ID: 56585A102	Meeting ID: 1307415
Record Date: 02/25/2019	Meeting Type: Annual	Ticker: MPC	
Primary CUSIP: 56585A102	Primary ISIN: US56585A1025	Primary SEDOL: B3K3L40	Proxy Level: 3
Total Ballots: 2	Shares Voted: 610	Votable Shares: 610	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 610

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Evan Bayh	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Charles E. Bunch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Marathon Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Edward G. Galante	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Kim K.W. Rucker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							
5	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/29/2019	Auto-Approved	03/29/2019	480	480
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/29/2019	Auto-Approved	03/29/2019	130	130
Total Shares:							610	610

Regions Financial Corporation

Meeting Date: 04/24/2019	Country: USA	Primary Security ID: 7591EP100	Meeting ID: 1304623
Record Date: 02/25/2019	Meeting Type: Annual	Ticker: RF	
Primary CUSIP: 7591EP100	Primary ISIN: US7591EP1005	Primary SEDOL: B01R311	Proxy Level: 3
Shares Voted: 1,500		Votable Shares: 1,500	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,500

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carolyn H. Byrd	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Regions Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Don DeFosset	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Samuel A. Di Piazza, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Eric C. Fast	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Zhanna Golodryga	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director John D. Johns	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Ruth Ann Marshall	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Charles D. McCrary	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director James T. Prokopanko	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Lee J. Styslinger, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Jose S. Suquet	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director John M. Turner, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Timothy Vines	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that executive compensation and company performance are reasonably aligned for the year under review.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Regions Financial 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, 6728029082	6728029082	Confirmed	Auto-Instructed	03/18/2019	Auto-Approved	03/25/2019	1,500	1,500
Total Shares:							1,500	1,500

Universal Forest Products, Inc.

Meeting Date: 04/24/2019 Country: USA Primary Security ID: 913543104 Meeting ID: 1304609
 Record Date: 02/27/2019 Meeting Type: Annual Ticker: UFPI

Primary CUSIP: 913543104 Primary ISIN: US9135431040 Primary SEDOL: 2906496 Proxy Level: 3

Shares Voted: 5,258 Votable Shares: 5,258 *Shares on Loan: 0 Shares Instructed: 5,258
 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 Joan A. Budden	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.							
1b	Elect Director William G. Currie	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.							
1c	Elect Director Bruce A. Merino	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	03/27/2019	Auto-Approved	03/27/2019	5,258	5,258
Total Shares:							5,258	5,258

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

W.W. Grainger, Inc.

Meeting Date: 04/24/2019	Country: USA	Primary Security ID: 384802104	Meeting ID: 1307192
Record Date: 03/04/2019	Meeting Type: Annual	Ticker: GWW	
Primary CUSIP: 384802104	Primary ISIN: US3848021040	Primary SEDOL: 2380863	Proxy Level: 3
	Shares Voted: 160	Votable Shares: 160	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 160

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rodney C. Adkins	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Brian P. Anderson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director V. Ann Hailey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Stuart L. Levenick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director D.G. Macpherson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Neil S. Novich	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Beatriz R. Perez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Michael J. Roberts	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director E. Scott Santi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director James D. Slavik	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Lucas E. Watson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

W.W. Grainger, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
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 remain 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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/21/2019	Auto-Approved	03/25/2019	160	160
Total Shares:							160	160

Avery Dennison Corporation

Meeting Date: 04/25/2019	Country: USA	Primary Security ID: 053611109	Meeting ID: 1304382
Record Date: 02/25/2019	Meeting Type: Annual	Ticker: AVY	
Primary CUSIP: 053611109	Primary ISIN: US0536111091	Primary SEDOL: 2066408	Proxy Level: 3
	Shares Voted: 1,520	Votable Shares: 1,520	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,520	

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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Anthony K. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Peter K. Barker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Mark J. Barrenechea	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Mitchell R. Butier	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Ken C. Hicks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Andres A. Lopez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Avery Dennison Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director David E. I. Pyott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Julia A. Stewart	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Martha N. Sullivan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR This proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblum Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/25/2019	Auto-Approved	03/26/2019	1,520	1,520
Total Shares:							1,520	1,520

Ingevity Corp.

Meeting Date: 04/25/2019	Country: USA	Primary Security ID: 45688C107	Meeting ID: 1297012
Record Date: 02/25/2019	Meeting Type: Annual	Ticker: NGVT	
Primary CUSIP: 45688C107	Primary ISIN: US45688C1071	Primary SEDOL: BD4LHG4	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,614	Votable Shares: 1,614	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,614

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jean S. Blackwell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Luis Fernandez-Moreno	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ingevity Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director J. Michael Fitzpatrick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Diane H. Gulyas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Richard B. Kelson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Frederick J. Lynch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Karen G. Narwold	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Daniel F. Sansone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director D. Michael Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Amend Certificate of Incorporation to Eliminate Supermajority Vote Requirements	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the elimination of supermajority vote requirements in the certificate of incorporation and the bylaws will enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/08/2019	Auto-Approved	04/08/2019	1,614	1,614
Total Shares:							1,614	1,614

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

Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Pfizer Inc.

Meeting Date: 04/25/2019	Country: USA	Primary Security ID: 717081103	Meeting ID: 1307430
Record Date: 02/26/2019	Meeting Type: Annual	Ticker: PFE	
Primary CUSIP: 717081103	Primary ISIN: US7170811035	Primary SEDOL: 2684703	Proxy Level: 3
	Shares Voted: 7,196	Votable Shares: 7,196	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 7,196

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Albert Bourla	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director W. Don Cornwell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Helen H. Hobbs	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director James M. Kilts	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Dan R. Littman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Shantanu Narayen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Ian C. Read	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director James C. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that CEO pay and company performance are aligned for the year under review.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's existing governance provisions provide an effective counterbalance to the absence of a right to act by written consent.</i>							
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure of the company's lobbying-related oversight mechanisms and trade association payments would help shareholders better assess the risks and benefits association with the company's participation in the public policy process.</i>							
7	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
8	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, the company's current use of incentive program metrics which may be impacted by drug pricing, and the lack of comprehensive disclosure describing how risks related to public concern over drug pricing increases are taken into consideration in executive compensation programs.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/02/2019	Auto-Approved	04/02/2019	7,030	7,030
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/02/2019	Auto-Approved	04/02/2019	166	166
Total Shares:							7,196	7,196

T. Rowe Price Group, Inc.

Meeting Date: 04/25/2019	Country: USA	Primary Security ID: 74144T108	Meeting ID: 1307307
Record Date: 02/22/2019	Meeting Type: Annual	Ticker: TROW	
Primary CUSIP: 74144T108	Primary ISIN: US74144T1088	Primary SEDOL: 2702337	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

T. Rowe Price Group, Inc.

Shares Voted: 560	Votable Shares: 560	*Shares on Loan: 0	Shares Instructed: 560
Total Ballots: 2	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark S. Bartlett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mary K. Bush	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Freeman A. Hrabowski, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Robert F. MacLellan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Olympia J. Snowe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director William J. Stromberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Richard R. Verma	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Sandra S. Wijnberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Alan D. Wilson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Some concerns are raised by the discretionary nature of the short-term incentive program and the reduction in the proportion of performance-conditioned equity awards. However, the company has also lengthened the performance measurement periods for equity incentives to a true long-term period of three years. Further, the application of discretion has not resulted in quantitative pay-for-performance misalignment. Therefore, on balance, a vote FOR this proposal is warranted at this time. Nevertheless, shareholders are advised to monitor the company's incentive pay structure.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/01/2019	Auto-Approved	04/01/2019	505	505

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

T. Rowe Price 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, 6728029075	6728029075	Confirmed	Auto-Instructed	04/01/2019	Auto-Approved	04/01/2019	55	55
Total Shares:							560	560

Texas Instruments Incorporated

Meeting Date: 04/25/2019	Country: USA	Primary Security ID: 882508104	Meeting ID: 1305882
Record Date: 02/25/2019	Meeting Type: Annual	Ticker: TXN	
Primary CUSIP: 882508104	Primary ISIN: US8825081040	Primary SEDOL: 2885409	Proxy Level: 3
	Shares Voted: 1,850	Votable Shares: 1,850	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,850

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Todd M. Bluedorn	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Janet F. Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Carrie S. Cox	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Martin S. Craighead	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Jean M. Hobby	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Ronald Kirk	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Pamela H. Patsley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Robert E. Sanchez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Richard K. Templeton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Despite the compensation program's discretionary components and lack of performance conditions for equity grants, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/28/2019	Auto-Approved	03/28/2019	1,850	1,850
Total Shares:							1,850	1,850

Abbott Laboratories

Meeting Date: 04/26/2019	Country: USA	Primary Security ID: 002824100	Meeting ID: 1308080
Record Date: 02/27/2019	Meeting Type: Annual	Ticker: ABT	
Primary CUSIP: 002824100	Primary ISIN: US0028241000	Primary SEDOL: 2002305	Proxy Level: 3
Total Ballots: 2	Shares Voted: 4,034	Votable Shares: 4,034	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 4,034

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is at least 30% diverse. There is both gender and racial diversity on the board. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Roxanne S. Austin	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is at least 30% diverse. There is both gender and racial diversity on the board. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.3	Elect Director Sally E. Blount	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The board is at least 30% diverse. There is both gender and racial diversity on the board.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Michelle A. Kumbier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The board is at least 30% diverse. There is both gender and racial diversity on the board.</i>						
1.5	Elect Director Edward M. Liddy	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is at least 30% diverse. There is both gender and racial diversity on the board. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.6	Elect Director Nancy McKinstry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The board is at least 30% diverse. There is both gender and racial diversity on the board. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.7	Elect Director Phebe N. Novakovic	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The board is at least 30% diverse. There is both gender and racial diversity on the board.</i>						
1.8	Elect Director William A. Osborn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The board is at least 30% diverse. There is both gender and racial diversity on the board.</i>						
1.9	Elect Director Samuel C. Scott, III	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is at least 30% diverse. There is both gender and racial diversity on the board. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.10	Elect Director Daniel J. Starks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The board is at least 30% diverse. There is both gender and racial diversity on the board.</i>						
1.11	Elect Director John G. Stratton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The board is at least 30% diverse. There is both gender and racial diversity on the board.</i>						
1.12	Elect Director Glenn F. Tilton	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is at least 30% diverse. There is both gender and racial diversity on the board. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.13	Elect Director Miles D. White	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The board is at least 30% diverse. There is both gender and racial diversity on the board. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay and company performance are reasonably aligned at this time, and above-target bonuses are substantiated by strong financial results and sustained share price outperformance. Improvements to proxy disclosure demonstrate that incentives are largely based on objective pre-set measures and that payouts are formulaically-driven. Further, the company has made meaningful design improvements.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 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	
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For	
Voting Policy Rationale: Support FOR Item 4 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, 6728029082	6728029082	Confirmed	Auto-Instructed	04/04/2019	Auto-Approved	04/04/2019	3,934	3,934
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/04/2019	Auto-Approved	04/04/2019	100	100
Total Shares:							4,034	4,034

AT&T Inc.

Meeting Date: 04/26/2019	Country: USA	Primary Security ID: 00206R102	Meeting ID: 1305353
Record Date: 02/27/2019	Meeting Type: Annual	Ticker: T	
Primary CUSIP: 00206R102	Primary ISIN: US00206R1023	Primary SEDOL: 2831811	Proxy Level: 3
Shares Voted: 9,850	Votable Shares: 9,850	*Shares on Loan: 0	Shares Instructed: 9,850
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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Samuel A. Di Piazza, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Richard W. Fisher	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Scott T. Ford	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Glenn H. Hutchins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director William E. Kennard	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

AT&T Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Michael B. McCallister	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Beth E. Mooney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Matthew K. Rose	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Cynthia B. Taylor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Laura D'Andrea Tyson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director Geoffrey Y. Yang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The incentive programs are largely performance based with clearly disclosed goals. Recent payouts have been below target, which aligns with the company's relative underperformance, as measured by TSR. These pay outcomes in tandem with reasonable incentive programs mitigate the current concern with the magnitude of CEO pay. Shareholders should closely monitor pay decisions moving forward.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/29/2019	Auto-Approved	03/29/2019	9,719	9,719
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/29/2019	Auto-Approved	03/29/2019	131	131
Total Shares:							9,850	9,850

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Kellogg Company

Meeting Date: 04/26/2019	Country: USA	Primary Security ID: 487836108	Meeting ID: 1304013
Record Date: 02/28/2019	Meeting Type: Annual	Ticker: K	
Primary CUSIP: 487836108	Primary ISIN: US4878361082	Primary SEDOL: 2486813	Proxy Level: 3
	Shares Voted: 870	Votable Shares: 870	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 870

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Roderick D. "Rod" Gillum	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Mary Laschinger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Erica Mann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Carolyn Tastad	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Declassify the Board of Directors	SH	Yes	None	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/20/2019	Auto-Approved	03/27/2019	870	870
Total Shares:							870	870

Planet Fitness, Inc.

Meeting Date: 04/29/2019	Country: USA	Primary Security ID: 72703H101	Meeting ID: 1309961
Record Date: 03/08/2019	Meeting Type: Annual	Ticker: PLNT	
Primary CUSIP: 72703H101	Primary ISIN: US72703H1014	Primary SEDOL: BYSFJV8	Proxy Level: 3

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

Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Planet Fitness, Inc.

Shares Voted: 2,795 **Votable Shares:** 2,795 ***Shares on Loan:** 0 **Shares Instructed:** 2,795
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 Craig Benson	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority director. There is at least 30 percent diversity.</i>							
1.2	Elect Director Cambria Dunaway	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority director. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/09/2019	Auto-Approved	04/09/2019	2,795	2,795
Total Shares:							2,795	2,795

United Technologies Corporation

Meeting Date: 04/29/2019 **Country:** USA **Primary Security ID:** 913017109 **Meeting ID:** 1308563
Record Date: 02/28/2019 **Meeting Type:** Annual **Ticker:** UTX
Primary CUSIP: 913017109 **Primary ISIN:** US9130171096 **Primary SEDOL:** 2915500 **Proxy Level:** 4
Shares Voted: 529 **Votable Shares:** 529 ***Shares on Loan:** 0 **Shares Instructed:** 529
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 Lloyd J. Austin, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

United Technologies Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Diane M. Bryant	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director John V. Faraci	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Jean-Pierre Garnier	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Gregory J. Hayes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Christopher J. Kearney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Ellen J. Kullman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Marshall O. Larsen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Harold W. McGraw, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Margaret L. O'Sullivan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Denise L. Ramos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Fredric G. Reynolds	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Brian C. Rogers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance remain reasonably aligned.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

United Technologies Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.									
5	Ratify The Reduced Ownership Threshold to Call a Special Meeting	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as the reduction to a 15 percent threshold to call a special meeting would improve 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, 6728029082		6728029082	Confirmed	Auto-Instructed	03/26/2019	Auto-Approved	03/28/2019	529	529
Total Shares:								529	529

Encana Corp.

Meeting Date: 04/30/2019	Country: Canada	Primary Security ID: 292505104	Meeting ID: 1294869
Record Date: 03/06/2019	Meeting Type: Annual	Ticker: ECA	
Primary CUSIP: 292505104	Primary ISIN: CA2925051047	Primary SEDOL: 2793193	Proxy Level: 4
Total Ballots: 1	Shares Voted: 561	Votable Shares: 561	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 561

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter A. Dea	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Fred J. Fowler	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.3	Elect Director Howard J. Mayson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.4	Elect Director Lee A. McIntire	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.5	Elect Director Margaret A. McKenzie	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Encana Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Steven W. Nance	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.7	Elect Director Suzanne P. Nimocks	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.8	Elect Director Thomas G. Ricks	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.9	Elect Director Brian G. Shaw	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.10	Elect Director Douglas J. Suttles	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.11	Elect Director Bruce G. Waterman	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.12	Elect Director Clayton H. Woitas	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.38 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Amend Shareholder Rights Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the shareholder rights plan is warranted because it is a "new generation" plan that is structured to protect the interests of shareholders in the event of a bid for their shares.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company will pay severance to an NEO upon her retirement. The payment of severance upon a voluntary retirement is not common market practice, as severance is intended as a protection against involuntary job loss. Furthermore, while incentive programs appear largely performance-based, both programs paid out well above target, while providing incomplete goal disclosure.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/08/2019	Auto-Approved	04/08/2019	561	561
Total Shares:							561	561

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Encana Corp.

Exelon Corporation

Meeting Date: 04/30/2019	Country: USA	Primary Security ID: 30161N101	Meeting ID: 1310583
Record Date: 03/04/2019	Meeting Type: Annual	Ticker: EXC	
Primary CUSIP: 30161N101	Primary ISIN: US30161N1019	Primary SEDOL: 2670519	Proxy Level: 3
	Shares Voted: 3,440	Votable Shares: 3,440	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 3,440

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Ann C. Berzin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Laurie Brlas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Christopher M. Crane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Yves C. de Balmann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Nicholas DeBenedictis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Linda P. Jojo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Paul L. Joskow	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Robert J. Lawless	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Richard W. Mies	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Mayo A. Shattuck, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Exelon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Stephen D. Steinour	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director John F. Young	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							
4	Report on Costs and Benefits of Environment-related Activities	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company already provides sufficient information for shareholders to assess its strategic decisions regarding the company's energy mix.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/03/2019	Auto-Approved	04/03/2019	3,280	3,280
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/03/2019	Auto-Approved	04/03/2019	160	160
Total Shares:							3,440	3,440

International Business Machines Corporation

Meeting Date: 04/30/2019	Country: USA	Primary Security ID: 459200101	Meeting ID: 1305357
Record Date: 03/01/2019	Meeting Type: Annual	Ticker: IBM	
Primary CUSIP: 459200101	Primary ISIN: US4592001014	Primary SEDOL: 2005973	Proxy Level: 3
Shares Voted: 1,392		Votable Shares: 1,392	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,392

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael L. Eskew	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director David N. Farr	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Alex Gorsky	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Michelle J. Howard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Shirley Ann Jackson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Andrew N. Liveris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Martha E. Pollack	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Virginia M. Rometty	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Joseph R. Swedish	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Sidney Taurel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Peter R. Voser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Frederick H. Waddell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The incentive programs are largely performance based with sufficiently challenging goals, particularly given recently enhanced disclosure which provided necessary context to compensation decisions and greater transparency into target setting. While concerns around the compensation program, including the CEO's relatively high short-term incentive opportunity, are adequately mitigated at this time, shareholders should closely monitor pay decisions going forward.</i>						
4	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted to enable the company to preserve the financial benefits of the Section 162(m) tax deduction with respect to certain grandfathered performance-based compensation.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
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	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, 6728029082		6728029082	Confirmed	Auto-Instructed	04/08/2019	Auto-Approved	04/08/2019	1,392	1,392
Total Shares:							1,392	1,392	

Oasis Petroleum, Inc.

Meeting Date: 04/30/2019	Country: USA	Primary Security ID: 674215108	Meeting ID: 1311346
Record Date: 03/05/2019	Meeting Type: Annual	Ticker: OAS	
Primary CUSIP: 674215108	Primary ISIN: US6742151086	Primary SEDOL: B64R5J2	Proxy Level: 3
Shares Voted: 10,828	Votable Shares: 10,828	*Shares on Loan: 0	Shares Instructed: 10,828
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 Michael McShane	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Thomas B. "Tommy" Nusz	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company made several positive changes to their compensation programs and continues to base the majority of pay on predefined performance metrics. In addition, the company implemented a payout cap in the event that TSR is negative for FY2019. However, it remains difficult to assess payouts given that threshold and maximum goals are not disclosed.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Oasis Petroleum, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
Ballot Details									
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, 6728029075		6728029075	Confirmed	Auto-Instructed	04/05/2019	Auto-Approved	04/05/2019	93	93
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	04/05/2019	Auto-Approved	04/05/2019	10,735	10,735
Total Shares:								10,828	10,828

Regal Beloit Corp.

Meeting Date: 04/30/2019	Country: USA	Primary Security ID: 758750103	Meeting ID: 1309280
Record Date: 03/07/2019	Meeting Type: Annual	Ticker: RBC	
Primary CUSIP: 758750103	Primary ISIN: US7587501039	Primary SEDOL: 2730082	Proxy Level: 3
	Shares Voted: 1,871	Votable Shares: 1,871	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,871

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen M. Burt	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Anesa T. Chaibi	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Christopher L. Doerr	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Thomas J. Fischer	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Dean A. Foate	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Regal Beloit Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Rakesh Sachdev	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Curtis W. Stoelting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Jane L. Warner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/11/2019	Auto-Approved	04/11/2019	1,871	1,871
Total Shares:							1,871	1,871

Valero Energy Corporation

Meeting Date: 04/30/2019	Country: USA	Primary Security ID: 91913Y100	Meeting ID: 1310616
Record Date: 03/05/2019	Meeting Type: Annual	Ticker: VLO	
Primary CUSIP: 91913Y100	Primary ISIN: US91913Y1001	Primary SEDOL: 2041364	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 100	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director H. Paulett Eberhart	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1B	Elect Director Joseph W. Gorder	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Valero Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1C	Elect Director Kimberly S. Greene	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1D	Elect Director Deborah P. Majoras	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1E	Elect Director Donald L. Nickles	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1F	Elect Director Philip J. Pfeiffer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1G	Elect Director Robert A. Profusek	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1H	Elect Director Stephen M. Waters	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1I	Elect Director Randall J. Weisenburger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1J	Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details								
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, 6728029075	6728029075	Confirmed	Auto-Instructed	03/29/2019	Auto-Approved	03/31/2019	100	100
Total Shares:							100	100

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Allergan plc

Meeting Date: 05/01/2019	Country: Ireland	Primary Security ID: G0177J108	Meeting ID: 1312035
Record Date: 03/05/2019	Meeting Type: Annual	Ticker: AGN	
Primary CUSIP: G0177J108	Primary ISIN: IE00BY9D5467	Primary SEDOL: BY9D546	Proxy Level: N/A
	Shares Voted: 410	Votable Shares: 410	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 410

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nesli Basgoz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1b	Elect Director Joseph H. Boccuzzi	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1c	Elect Director Christopher W. Bodine	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1d	Elect Director Adriane M. Brown	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board.</i>						
1e	Elect Director Christopher J. Coughlin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1f	Elect Director Carol Anthony (John) Davidson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1g	Elect Director Thomas C. Freyman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1h	Elect Director Michael E. Greenberg	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1i	Elect Director Robert J. Hugin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1j	Elect Director Peter J. McDonnell	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						
1k	Elect Director Brenton L. Saunders	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Allergan 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
<i>Voting Policy Rationale: While concerns are raised regarding goal setting under the annual incentive, for a vote FOR this proposal is warranted, as pay is reasonably aligned with performance, and no additional equity awards were granted to NEOs that received the 2017 biannual equity grants meant to cover 2018 and 2019 equity compensation.</i>							
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 15.03 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Authorize Issue of Equity	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
5a	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
5b	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
6	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/15/2019	Auto-Approved	04/15/2019	410	410
Total Shares:							410	410

AptarGroup, Inc.

Meeting Date: 05/01/2019	Country: USA	Primary Security ID: 038336103	Meeting ID: 1311930
Record Date: 03/08/2019	Meeting Type: Annual	Ticker: ATR	
Primary CUSIP: 038336103	Primary ISIN: US0383361039	Primary SEDOL: 2045247	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

AptarGroup, Inc.

Shares Voted: 2,022 **Votable Shares:** 2,022 ***Shares on Loan:** 0 **Shares Instructed:** 2,022
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 Giovanna Kampouri Monnas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Isabel Marey-Semper	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Stephan B. Tanda	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/09/2019	Auto-Approved	04/09/2019	2,022	2,022
Total Shares:							2,022	2,022

Eversource Energy

Meeting Date: 05/01/2019 **Country:** USA **Primary Security ID:** 30040W108 **Meeting ID:** 1312045
Record Date: 03/05/2019 **Meeting Type:** Annual **Ticker:** ES
Primary CUSIP: 30040W108 **Primary ISIN:** US30040W1080 **Primary SEDOL:** BVVN4Q8 **Proxy Level:** 3
Shares Voted: 4,142 **Votable Shares:** 4,142 ***Shares on Loan:** 0 **Shares Instructed:** 4,142
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 Cotton M. Cleveland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Sanford Cloud, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Eversource Energy

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director James S. DiStasio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Francis A. Doyle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Linda Dorcena Forry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director James J. Judge	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director John Y. Kim	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Kenneth R. Leibler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director William C. Van Faasen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Frederica M. Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted. Elevated CEO pay over the prior two years can be primarily attributed to a rise in pension value. Though not strictly earned compensation for the year under review, shareholders would benefit from added disclosure on consecutive years of sizable pension valuation increase. Annual and long-term incentives are based on pre-set measures. Some short-term operational goals were set below prior year's performance, but in total represent a small portion of the overall payout, and financial metrics were set higher. The long-term program is based half on performance-based equity and utilizes a multi-year performance period, with closing cycle grants earned below target.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/09/2019	Auto-Approved	04/09/2019	4,142	4,142
Total Shares:							4,142	4,142

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

International Flavors & Fragrances Inc.

Meeting Date: 05/01/2019	Country: USA	Primary Security ID: 459506101	Meeting ID: 1308591
Record Date: 03/06/2019	Meeting Type: Annual	Ticker: IFF	
Primary CUSIP: 459506101	Primary ISIN: US4595061015	Primary SEDOL: 2464165	Proxy Level: 3
	Shares Voted: 861	Votable Shares: 861	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 861

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marcello V. Bottoli	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Linda Buck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Michael L. Ducker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director David R. Epstein	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Roger W. Ferguson, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director John F. Ferraro	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Andreas Fibig	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Christina Gold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Katherine M. Hudson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Dale F. Morrison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Stephen Williamson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/27/2019	Auto-Approved	04/01/2019	861	861
Total Shares:							861	861

PepsiCo, Inc.

Meeting Date: 05/01/2019	Country: USA	Primary Security ID: 713448108	Meeting ID: 1311985
Record Date: 03/01/2019	Meeting Type: Annual	Ticker: PEP	
Primary CUSIP: 713448108	Primary ISIN: US7134481081	Primary SEDOL: 2681511	Proxy Level: 3
Shares Voted: 2,618		Votable Shares: 2,618	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,618

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shona L. Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Cesar Conde	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Ian Cook	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Dina Dublon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Richard W. Fisher	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Michelle Gass	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director William R. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Ramon Laguarta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director David C. Page	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Robert C. Pohlard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Daniel Vasella	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Darren Walker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Alberto Weisser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>						
4	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>						
5	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						
6	Report on Pesticide Management	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because:- Additional disclosure would allow shareholders to assess the company's use of synthetic chemicals in its supply chain;- Disclosure of the requested information would provide shareholders an assessment of the company's operational and reputational risks;- Given PepsiCo's existing disclosure, it should not be prohibitively costly or unduly burdensome for the company to disclose quantitative metrics demonstrating pesticide management.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

PepsiCo, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/09/2019	Auto-Approved	04/09/2019	2,618	2,618
Total Shares:							2,618	2,618

Prologis, Inc.

Meeting Date: 05/01/2019 **Country:** USA **Primary Security ID:** 74340W103 **Meeting ID:** 1312058
Record Date: 03/06/2019 **Meeting Type:** Annual **Ticker:** PLD

Primary CUSIP: 74340W103 **Primary ISIN:** US74340W1036 **Primary SEDOL:** B44WZD7 **Proxy Level:** 3

Shares Voted: 6,536 **Votable Shares:** 6,536 ***Shares on Loan:** 0 **Shares Instructed:** 6,536
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	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Cristina G. Bitá	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director George L. Fotiadis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Philip L. Hawkins	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1e	Elect Director Lydia H. Kennard	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director J. Michael Losh	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1g	Elect Director Irving F. Lyons, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1h	Elect Director David P. O'Connor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 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
1i	Elect Director Olivier Piani	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1j	Elect Director Jeffrey L. Skelton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1k	Elect Director Carl B. Webb	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1l	Elect Director William D. Zollars	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. The company grants an annual bonus with rigorous financial targets. The long-term program is entirely performance-based, though the annual grant has a significant portion based on individual performance, while the relative metric pays out at target for merely median performance. While the vesting period increased for one outperformance award, the specific performance targets for the other outperformance award is poorly disclosed, and the overall value of supplemental equity award opportunities has increased in recent years. These concerns in the long-term program are mitigated by the company's healthy long-term performance, though shareholders will scrutinize these payouts should company performance decline.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/10/2019	Auto-Approved	04/10/2019	6,536	6,536
Total Shares:							6,536	6,536

BioTelemetry, Inc.

Meeting Date: 05/02/2019	Country: USA	Primary Security ID: 090672106	Meeting ID: 1310669
Record Date: 03/11/2019	Meeting Type: Annual	Ticker: BEAT	
Primary CUSIP: 090672106	Primary ISIN: US0906721065	Primary SEDOL: BCD7L64	Proxy Level: 3
Shares Voted: 2,178		Votable Shares: 2,178	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,178

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tiffany Olson	Mgmt	Yes	For	For	Against	Against

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

BioTelemetry, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.2	Elect Director Stephan Rietiker	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.3	Elect Director Rebecca W. Rimel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.4	Elect Director Robert J. Rubin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/11/2019	Auto-Approved	04/11/2019	2,178	2,178
Total Shares:							2,178	2,178

Dover Corporation

Meeting Date: 05/02/2019	Country: USA	Primary Security ID: 260003108	Meeting ID: 1311035
Record Date: 03/08/2019	Meeting Type: Annual	Ticker: DOV	
Primary CUSIP: 260003108	Primary ISIN: US2600031080	Primary SEDOL: 2278407	Proxy Level: 3
Shares Voted: 40	Votable Shares: 40	*Shares on Loan: 0	Shares Instructed: 40
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 H. John Gilbertson, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is less than 30% diversity on the board</i>							
1b	Elect Director Kristiane C. Graham	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is less than 30% diversity on the board</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Dover Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Michael F. Johnston	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is less than 30% diversity on the board</i>						
1d	Elect Director Eric A. Spiegel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is less than 30% diversity on the board</i>						
1e	Elect Director Richard J. Tobin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is less than 30% diversity on the board</i>						
1f	Elect Director Stephen M. Todd	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is less than 30% diversity on the board</i>						
1g	Elect Director Stephen K. Wagner	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is less than 30% diversity on the board</i>						
1h	Elect Director Keith E. Wandell	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is less than 30% diversity on the board</i>						
1i	Elect Director Mary A. Winston	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is less than 30% diversity on the board</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. While the increase in CEO pay was primarily due to new hire and make-whole grants, other structural pay concerns remain in incentive programs. Namely, the annual incentive program has a large discretionary element and the company provides limited details on payout determinations. Further, the long-term program is predominately time-based, a practice which is increasingly uncommon among large-cap companies.</i>						
4	Eliminate Supermajority Vote Requirement for Amendments to Article 15	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>						
5	Eliminate Supermajority Vote Requirement for Amendments to Article 16	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/05/2019	Auto-Approved	04/05/2019	40	40
Total Shares:							40	40

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Dover Corporation

Eastman Chemical Company

Meeting Date: 05/02/2019	Country: USA	Primary Security ID: 277432100	Meeting ID: 1311732
Record Date: 03/15/2019	Meeting Type: Annual	Ticker: EMN	
Primary CUSIP: 277432100	Primary ISIN: US2774321002	Primary SEDOL: 2298386	Proxy Level: 3
	Shares Voted: 461	Votable Shares: 461	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 461

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Humberto P. Alfonso	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Brett D. Begemann	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Michael P. Connors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Mark J. Costa	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Robert M. Hernandez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Julie F. Holder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Renee J. Hornbaker	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Lewis M. Kling	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Kim Ann Mink	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Eastman Chemical Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director James J. O'Brien	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director David W. Raisbeck	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance remain reasonably aligned.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/29/2019	Auto-Approved	04/02/2019	461	461
Total Shares:							461	461

Ecolab Inc.

Meeting Date: 05/02/2019	Country: USA	Primary Security ID: 278865100	Meeting ID: 1308116
Record Date: 03/05/2019	Meeting Type: Annual	Ticker: ECL	
Primary CUSIP: 278865100	Primary ISIN: US2788651006	Primary SEDOL: 2304227	Proxy Level: 3
	Shares Voted: 290	Votable Shares: 290	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 290	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Shari L. Ballard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Barbara J. Beck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Leslie S. Biller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Jeffrey M. Ettinger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Arthur J. Higgins	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Michael Larson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director David W. MacLennan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Tracy B. McKibben	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Victoria J. Reich	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director John J. Zillmer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	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, 6728029082		6728029082	Confirmed	Auto-Instructed	04/08/2019	Auto-Approved	04/08/2019	290	290
Total Shares:								290	290

Fluor Corporation

Meeting Date: 05/02/2019	Country: USA	Primary Security ID: 343412102	Meeting ID: 1305046
Record Date: 03/04/2019	Meeting Type: Annual	Ticker: FLR	
Primary CUSIP: 343412102	Primary ISIN: US3434121022	Primary SEDOL: 2696838	Proxy Level: 3
Total Ballots: 1	Shares Voted: 70	Votable Shares: 70	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 70

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter K. Barker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1B	Elect Director Alan M. Bennett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1C	Elect Director Rosemary T. Berkery	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1D	Elect Director Alan L. Boeckmann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1E	Elect Director Peter J. Fluor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1F	Elect Director James T. Hackett	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1G	Elect Director Samuel J. Locklear, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Fluor Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1H	Elect Director Deborah D. McWhinney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1I	Elect Director Armando J. Olivera	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1J	Elect Director Matthew K. Rose	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1K	Elect Director David T. Seaton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1L	Elect Director Nader H. Sultan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1M	Elect Director Lynn C. Swann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Adopt Quantitative Company-wide GHG Goals	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions, GHG reduction goals, and oversight mechanisms for reduction activities would allow shareholders to better assess the company's climate change management and related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/05/2019	Auto-Approved	04/05/2019	70	70
Total Shares:							70	70

Halozyne Therapeutics, Inc.

Meeting Date: 05/02/2019	Country: USA	Primary Security ID: 40637H109	Meeting ID: 1312048
Record Date: 03/04/2019	Meeting Type: Annual	Ticker: HALO	
Primary CUSIP: 40637H109	Primary ISIN: US40637H1095	Primary SEDOL: 2975098	Proxy Level: 3

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

Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Halozyme Therapeutics, Inc.

Shares Voted: 4,247 **Votable Shares:** 4,247 ***Shares on Loan:** 0 **Shares Instructed:** 4,247
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 Jeffrey W. Henderson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Connie L. Matsui	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Helen I. Torley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed increase is reasonable and there are no substantial concerns on the company's past share usage.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/10/2019	Auto-Approved	04/10/2019	4,247	4,247
Total Shares:							4,247	4,247

Huntsman Corp.

Meeting Date: 05/02/2019 **Country:** USA **Primary Security ID:** 447011107 **Meeting ID:** 1311736
Record Date: 03/08/2019 **Meeting Type:** Annual **Ticker:** HUN
Primary CUSIP: 447011107 **Primary ISIN:** US4470111075 **Primary SEDOL:** B0650B9 **Proxy Level:** 3
Shares Voted: 10 **Votable Shares:** 10 ***Shares on Loan:** 0 **Shares Instructed:** 10
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter R. Huntsman	Mgmt	Yes	For	For	Against	Against

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Huntsman Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Nolan D. Archibald	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1c	Elect Director Mary C. Beckerle	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1d	Elect Director M. Anthony Burns	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1e	Elect Director Daniele Ferrari	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1f	Elect Director Robert J. Margetts	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1g	Elect Director Wayne A. Reaud	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1h	Elect Director Jan E. Tighe	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/10/2019	Auto-Approved	04/10/2019	10	10
Total Shares:							10	10

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Huntsman Corp.

Kimberly-Clark Corporation

Meeting Date: 05/02/2019	Country: USA	Primary Security ID: 494368103	Meeting ID: 1304621
Record Date: 03/04/2019	Meeting Type: Annual	Ticker: KMB	
Primary CUSIP: 494368103	Primary ISIN: US4943681035	Primary SEDOL: 2491839	Proxy Level: 3
	Shares Voted: 1,908	Votable Shares: 1,908	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,908

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Abelardo E. Bru	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Robert W. Decherd	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Thomas J. Falk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Fabian T. Garcia	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Michael D. Hsu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Mae C. Jemison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Nancy J. Karch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director S. Todd Maclin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Sherilyn S. McCoy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Christa S. Quarles	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Ian C. Read	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Kimberly-Clark Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Marc J. Shapiro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.13	Elect Director Dunia A. Shive	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.14	Elect Director Michael D. White	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/22/2019	Auto-Approved	04/02/2019	1,908	1,908
Total Shares:							1,908	1,908

The Brink's Co.

Meeting Date: 05/02/2019	Country: USA	Primary Security ID: 109696104	Meeting ID: 1308085
Record Date: 03/01/2019	Meeting Type: Annual	Ticker: BCO	
Primary CUSIP: 109696104	Primary ISIN: US1096961040	Primary SEDOL: 2691305	Proxy Level: 3
Shares Voted: 2,034		Votable Shares: 2,034	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,034

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul G. Boynton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Ian D. Clough	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Brink's Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Susan E. Docherty	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director Reginald D. Hedgebeth	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.5	Elect Director Dan R. Henry	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.6	Elect Director Michael J. Herling	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.7	Elect Director Douglas A. Pertz	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.8	Elect Director George I. Stoeckert	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Annual incentives are largely based on financial goals, with targets set above the prior year's performance. Moreover, a substantial portion of equity incentives are performance conditioned. However, concern is raised regarding the significant increase in the CEO's LTI award opportunity in 2018, without a compelling rationale, while magnifying the potential for future outsized pay opportunities. As such, shareholders should continue to closely monitor pay programs going forward.</i>							
3	Ratify Deloitte and Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/17/2019	Auto-Approved	04/17/2019	2,034	2,034
Total Shares:							2,034	2,034

The Goldman Sachs Group, Inc.

Meeting Date: 05/02/2019	Country: USA	Primary Security ID: 38141G104	Meeting ID: 1311932
Record Date: 03/04/2019	Meeting Type: Annual	Ticker: GS	
Primary CUSIP: 38141G104	Primary ISIN: US38141G1040	Primary SEDOL: 2407966	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Goldman Sachs Group, Inc.

Shares Voted: 1,262 **Votable Shares:** 1,262 ***Shares on Loan:** 0 **Shares Instructed:** 1,262
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 M. Michele Burns	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Drew G. Faust	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Mark A. Flaherty	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Ellen J. Kullman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Lakshmi N. Mittal	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Adebayo O. Ogunesi	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Peter Oppenheimer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director David M. Solomon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Jan E. Tighe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director David A. Viniar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Mark O. Winkelman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
<i>Voting Policy Rationale: There are concerns raised by the executive pay program's reliance on compensation committee discretion to determine NEO total pay, while acknowledging that discretion is guided by performance assessments of various financial and non-financial objectives. Investors increasingly prefer an incentive program structure that minimizes discretion in favor of objective and transparent determinations that are more compatible with pay-for-performance. While this remains an ongoing concern, there are mitigating factors for the year in review. The key performance factors assessed in determining incentive pay are consistent with the prior year and performance in those factors improved year-over-year. Also, the entirety of the equity incentive carries performance criteria based on clearly-disclosed forward-looking goals that were recently increased. In light of these mitigating factors, a cautionary vote FOR this proposal is warranted. Shareholders are advised to closely monitor the company's incentive pay structure given the pay program's significant reliance on discretion.</i>								
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For	
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>								
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For	
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/08/2019	Auto-Approved	04/08/2019	1,237	1,237
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/08/2019	Auto-Approved	04/08/2019	25	25
Total Shares:							1,262	1,262

Verizon Communications Inc.

Meeting Date: 05/02/2019	Country: USA	Primary Security ID: 92343V104	Meeting ID: 1309049
Record Date: 03/04/2019	Meeting Type: Annual	Ticker: VZ	
Primary CUSIP: 92343V104	Primary ISIN: US92343V1044	Primary SEDOL: 2090571	Proxy Level: 3
Total Ballots: 1	Shares Voted: 6,990	Votable Shares: 6,990	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 6,990

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Mark T. Bertolini	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Vittorio Colao	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Daniel H. Schulman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Rodney E. Slater	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Kathryn A. Tesija	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Hans E. Vestberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Gregory G. Weaver	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The short-term program is entirely based on pre-set financial measures, while the long-term program is majority performance-based. A relative metric requires above-median performance to achieve target payout, and both metrics are measured over multiple years. Multiple departures occurred during the fiscal year; however, no enhanced benefits were given to those executives. The new CEO received a promotional PSU grant based on rigorous ROE goals. Overall, pay and performance are reasonably aligned at this time.</i>						
4	Eliminate Above-Market Earnings in Executive Retirement Plans	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the proposal is narrowly tailored to eliminate a fringe benefit that is not a best practice. Although the company did not pay above-market earnings for the year in review, the practice does not appear to have been eliminated from the program. Further, above-market earnings are not a performance-based element of compensation and provide a benefit to executives which is not available to the broader employee population.</i>						
5	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Report on Online Child Exploitation	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on risks related to potential sexual exploitation of children through the company's products and services would give shareholders more information on how well the company is managing related risks.</i>							
7	Assess Feasibility of Cyber Security and Data Privacy as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Incorporating cyber security and data privacy metrics as performance measures of senior executive compensation would serve to further incentivize executives to ensure that company performance on these considerations, alongside financial factors, is appropriately aligned with management's interests, the firm's stated commitments to maintaining strong privacy and security protections, and long-term corporate strategy.</i>							
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/19/2019	Auto-Approved	04/19/2019	6,990	6,990
Total Shares:							6,990	6,990

WEC Energy Group, Inc.

Meeting Date: 05/02/2019	Country: USA	Primary Security ID: 92939U106	Meeting ID: 1311244
Record Date: 02/21/2019	Meeting Type: Annual	Ticker: WEC	
Primary CUSIP: 92939U106	Primary ISIN: US92939U1060	Primary SEDOL: BYY8XK8	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 100	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara L. Bowles	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Albert J. Budney, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Patricia W. Chadwick	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

WEC Energy Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Curt S. Culver	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Danny L. Cunningham	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director William M. Farrow, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.7	Elect Director Thomas J. Fischer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.8	Elect Director J. Kevin Fletcher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Gale E. Klappa	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.10	Elect Director Henry W. Kneuppel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Allen L. Leverett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Ulice Payne, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.13	Elect Director Mary Ellen Stanek	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. However, shareholders should monitor pay decisions going forward given the recent CEO change at the company.</i>						
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

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, 6728029075	6728029075	Confirmed	Auto-Instructed	04/04/2019	Auto-Approved	04/04/2019	100	100

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

WEC Energy Group, Inc.

Total Shares: 100 100

Welltower Inc.

Meeting Date: 05/02/2019	Country: USA	Primary Security ID: 95040Q104	Meeting ID: 1311796
Record Date: 03/05/2019	Meeting Type: Annual	Ticker: WELL	
Primary CUSIP: 95040Q104	Primary ISIN: US95040Q1040	Primary SEDOL: BYVYHH4	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,160	Votable Shares: 1,160	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,160

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kenneth J. Bacon	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Thomas J. DeRosa	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Karen B. DeSalvo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Jeffrey H. Donahue	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Timothy J. Naughton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Sharon M. Oster	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Sergio D. Rivera	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Johnese M. Spisso	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Kathryn M. Sullivan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Welltower Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director R. Scott Trumbull	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Gary Whitelaw	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review, though some concerns are highlighted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/05/2019	Auto-Approved	04/05/2019	1,160	1,160
Total Shares:							1,160	1,160

AbbVie Inc.

Meeting Date: 05/03/2019	Country: USA	Primary Security ID: 00287Y109	Meeting ID: 1312033
Record Date: 03/08/2019	Meeting Type: Annual	Ticker: ABBV	
Primary CUSIP: 00287Y109	Primary ISIN: US00287Y1091	Primary SEDOL: B92SR70	Proxy Level: 3
Shares Voted: 210		Votable Shares: 210	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 210

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William H.L. Burnside	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Brett J. Hart	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Edward J. Rapp	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

AbbVie Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that pay is reasonably aligned with company performance for the year under review.</i>							
4	Eliminate Supermajority Vote Requirement for Amendments to the By-Law and Certificate of Incorporation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that eliminating the supermajority vote requirements will enable shareholders to have a more meaningful voice in various board and corporate transactions that impact their rights.</i>							
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's direct and indirect lobbying and oversight mechanisms, would provide shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.</i>							
6	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the company's current use of incentive program metrics which may be impacted by drug pricing, and the lack of comprehensive disclosure describing how risks related to public concern over drug price increases are taken into consideration in executive compensation programs.</i>							
7	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2019	Auto-Approved	04/16/2019	110	110
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/16/2019	Auto-Approved	04/16/2019	100	100
Total Shares:							210	210

CMS Energy Corporation

Meeting Date: 05/03/2019	Country: USA	Primary Security ID: 125896100	Meeting ID: 1311134
Record Date: 03/05/2019	Meeting Type: Annual	Ticker: CMS	
Primary CUSIP: 125896100	Primary ISIN: US1258961002	Primary SEDOL: 2219224	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CMS Energy Corporation

Shares Voted: 5,832 **Votable Shares:** 5,832 ***Shares on Loan:** 0 **Shares Instructed:** 5,832
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jon E. Barfield	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Deborah H. Butler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Kurt L. Darrow	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Stephen E. Ewing	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director William D. Harvey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Patricia K. Poppe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director John G. Russell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Suzanne F. Shank	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Myrna M. Soto	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director John G. Sznewajs	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Laura H. Wright	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CMS Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
4	Report on Political Contributions Disclosure	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure of the company's political contributions, including payments to trade associations, would give shareholders a more comprehensive understanding of the company's political engagement activities and its management of related risks.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/04/2019	Auto-Approved	04/04/2019	5,832	5,832
Total Shares:							5,832	5,832

Illinois Tool Works Inc.

Meeting Date: 05/03/2019	Country: USA	Primary Security ID: 452308109	Meeting ID: 1311737
Record Date: 03/04/2019	Meeting Type: Annual	Ticker: ITW	
Primary CUSIP: 452308109	Primary ISIN: US4523081093	Primary SEDOL: 2457552	Proxy Level: 3
Shares Voted: 1,235		Votable Shares: 1,235	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,235

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Susan Crown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director James W. Griffith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Jay L. Henderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Richard H. Lenny	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director E. Scott Santi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director James A. Skinner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Illinois Tool Works Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director David B. Smith, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Pamela B. Strobel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Kevin M. Warren	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Anne D. Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							
5	Adopt Quantitative Company-wide GHG Goals	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions, GHG reduction goals, and oversight mechanisms for reduction activities would allow shareholders to better assess the company's management of these emissions and related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/10/2019	Auto-Approved	04/10/2019	1,235	1,235
Total Shares:							1,235	1,235

Berkshire Hathaway Inc.

Meeting Date: 05/04/2019	Country: USA	Primary Security ID: 084670702	Meeting ID: 1308113
Record Date: 03/06/2019	Meeting Type: Annual	Ticker: BRK.B	
Primary CUSIP: 084670702	Primary ISIN: US0846707026	Primary SEDOL: 2073390	Proxy Level: 1

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Berkshire Hathaway Inc.

Shares Voted: 2,110 **Votable Shares:** 2,110 ***Shares on Loan:** 0 **Shares Instructed:** 2,110
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 Warren E. Buffett	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director Charles T. Munger	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Gregory E. Abel	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director Howard G. Buffett	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Stephen B. Burke	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Susan L. Decker	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.7	Elect Director William H. Gates, III	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director David S. Gottesman	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Charlotte Guyman	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director Ajit Jain	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director Thomas S. Murphy	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.12	Elect Director Ronald L. Olson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Walter Scott, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are considered warranted for compensation committee chair Walter Scott Jr., given concerns raised for the first time with new disclosures around executive compensation. Although CEO Warren Buffett's compensation remains minimal, the two new Named Executive Officers appointed to the board in 2018 received large base salaries with overall pay that is not clearly tied to company performance. The proxy does not provide sufficient disclosure to fully assess and understand the board's or the compensation committee's decisions or oversight related to compensation for the two new executive directors, who are widely viewed as Warren Buffett's potential future successors. Less than 30% of the board is diverse.</i>							
1.14	Elect Director Meryl B. Witmer	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/11/2019	Auto-Approved	04/11/2019	2,110	2,110
Total Shares:							2,110	2,110

Ameris Bancorp

Meeting Date: 05/06/2019	Country: USA	Primary Security ID: 03076K108	Meeting ID: 1312998
Record Date: 03/14/2019	Meeting Type: Special	Ticker: ABCB	
Primary CUSIP: 03076K108	Primary ISIN: US03076K1088	Primary SEDOL: 2038849	Proxy Level: 5
Shares Voted: 3,406		Votable Shares: 3,406	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 3,406

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Support FOR this transaction is warranted given the strategic rationale, reasonable valuation, synergy potential, and earnings accretion.</i>							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that support for the underlying transaction is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/19/2019	Auto-Approved	04/19/2019	3,406	3,406
Total Shares:							3,406	3,406

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Eli Lilly and Company

Meeting Date: 05/06/2019	Country: USA	Primary Security ID: 532457108	Meeting ID: 1311850
Record Date: 02/26/2019	Meeting Type: Annual	Ticker: LLY	
Primary CUSIP: 532457108	Primary ISIN: US5324571083	Primary SEDOL: 2516152	Proxy Level: 3
	Shares Voted: 1,090	Votable Shares: 1,090	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,090

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph Alvarez	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted for a material governance failure. The company's charter does not allow shareholders to amend the company's bylaws. 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 30 percent diversity.</i>						
1b	Elect Director Carolyn R. Bertozzi	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted for a material governance failure. The company's charter does not allow shareholders to amend the company's bylaws. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Juan R. Luciano	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted for a material governance failure. The company's charter does not allow shareholders to amend the company's bylaws. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Kathi P. Seifert	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted for a material governance failure. The company's charter does not allow shareholders to amend the company's bylaws. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that pay and performance are reasonably aligned for the year under review.</i>						
3	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Declassifying the board will enhance board accountability to shareholders, and the board's resubmission of this proposal demonstrates a commitment to shareholders' interests on the part of management.</i>						
5	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Eliminating the 80 percent supermajority voting requirements will enable shareholders to have a meaningful voice in various board and corporate transactions that impact their rights, thus enhancing the company's corporate governance structure. Further, by resubmitting this proposal after it failed to pass in prior years, the company is demonstrating a commitment to shareholders' interests.</i>						
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure on the company's lobbying and trade association activities, including management and board level oversight, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Eli Lilly and Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/17/2019	Auto-Approved	04/17/2019	1,090	1,090
Total Shares:							1,090	1,090

Pitney Bowes, Inc.

Meeting Date: 05/06/2019 Country: USA Primary Security ID: 724479100 Meeting ID: 1308042
 Record Date: 03/08/2019 Meeting Type: Annual Ticker: PBI

Primary CUSIP: 724479100 Primary ISIN: US7244791007 Primary SEDOL: 2690506 Proxy Level: 3

Shares Voted: 710 Votable Shares: 710 *Shares on Loan: 0 Shares Instructed: 710
 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 Anne M. Busquet	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1b	Elect Director Robert M. 'Bob' Dutkowsky	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1c	Elect Director Roger Fradin	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1d	Elect Director Anne Sutherland Fuchs	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.							
1e	Elect Director Mary J. Steele Guilfoile	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1f	Elect Director S. Douglas Hutcheson	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.							
1g	Elect Director Marc B. Lautenbach	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.							
1h	Elect Director Michael I. Roth	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Pitney Bowes, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Linda S. Sanford	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1j	Elect Director David L. Shedlarz	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives were based entirely on objective metrics with goals set above the prior year's performance. Annual incentive payouts were below target and equity grants remained predominately performance-based. Shares granted for the FY16-18 period were forfeited due to underperformance.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2019	Auto-Approved	04/23/2019	710	710
Total Shares:							710	710

Albemarle Corporation

Meeting Date: 05/07/2019	Country: USA	Primary Security ID: 012653101	Meeting ID: 1313525
Record Date: 03/08/2019	Meeting Type: Annual	Ticker: ALB	
Primary CUSIP: 012653101	Primary ISIN: US0126531013	Primary SEDOL: 2046853	Proxy Level: 3
Total Ballots: 1	Shares Voted: 470	Votable Shares: 470	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 470

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
2a	Elect Director Mary Lauren Brilas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2b	Elect Director William H. Hernandez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Albemarle Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2c	Elect Director Luther C. Kissam, IV	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2d	Elect Director Douglas L. Maine	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2e	Elect Director J. Kent Masters	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2f	Elect Director James J. O'Brien	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2g	Elect Director Diarmuid B. O'Connell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2h	Elect Director Dean L. Seavers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2i	Elect Director Gerald A. Steiner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2j	Elect Director Harriett Tee Taggart	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2k	Elect Director Alejandro D. Wolff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/02/2019	Auto-Approved	04/07/2019	470	470
Total Shares:							470	470

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Baxter International Inc.

Meeting Date: 05/07/2019	Country: USA	Primary Security ID: 071813109	Meeting ID: 1313527
Record Date: 03/14/2019	Meeting Type: Annual	Ticker: BAX	
Primary CUSIP: 071813109	Primary ISIN: US0718131099	Primary SEDOL: 2085102	Proxy Level: 3
	Shares Voted: 1,581	Votable Shares: 1,581	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,581

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose "Joe" E. Almeida	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Thomas F. Chen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director John D. Forsyth	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director James R. Gavin, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Peter S. Hellman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Michael F. Mahoney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Patricia B. Morrison	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Stephen N. Oesterle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Cathy R. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Thomas T. Stallkamp	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Albert P.L. Stroucken	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Amy A. Wendell	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 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
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that pay and performance are reasonably aligned for the year under review.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would afford shareholders an additional means to act between annual meetings, thus enhancing shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/11/2019	Auto-Approved	04/11/2019	1,581	1,581
Total Shares:							1,581	1,581

Callaway Golf Co.

Meeting Date: 05/07/2019	Country: USA	Primary Security ID: 131193104	Meeting ID: 1312898
Record Date: 03/11/2019	Meeting Type: Annual	Ticker: ELY	
Primary CUSIP: 131193104	Primary ISIN: US1311931042	Primary SEDOL: 2173933	Proxy Level: 3
	Shares Voted: 6,291	Votable Shares: 6,291	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 6,291

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Oliver G. "Chip" Brewer, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Ronald S. Beard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Samuel H. Armacost	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Callaway Golf Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director John C. Cushman, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Laura J. Flanagan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Russell B. Fleischer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director John F. Lundgren	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Adebayo O. Ogunesi	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Linda B. Segre	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Anthony S. Thornley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern was noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/11/2019	Auto-Approved	04/11/2019	6,291	6,291
Total Shares:							6,291	6,291

NiSource Inc.

Meeting Date: 05/07/2019	Country: USA	Primary Security ID: 65473P105	Meeting ID: 1317198
Record Date: 03/12/2019	Meeting Type: Annual	Ticker: NI	
Primary CUSIP: 65473P105	Primary ISIN: US65473P1057	Primary SEDOL: 2645409	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

NiSource Inc.

Total Ballots: 1		Shares Voted: 300	Votable Shares: 300		*Shares on Loan: 0	Shares Instructed: 300	
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter A. Altabef	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Theodore H. Bunting, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Eric L. Butler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Aristides S. Candris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Wayne S. DeVeydt	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Joseph Hamrock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Deborah A. Henretta	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Michael E. Jesanis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Kevin T. Kabat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Carolyn Y. Woo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.						
3	Ratify Deloitte & Touche LLP as Auditor	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	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warranted given that the request is reasonable and there are no substantial concerns about the company's past use of shares.						

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 Institution Account(s): All Institution Accounts

NiSource Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
5	Amend Certificate of Incorporation to Provide Directors May Be Removed With or Without Cause	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted because it would allow shareholders to remove directors with or without cause by a simple majority vote and would align the company's certificate with Delaware law.									
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.									
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.									
Ballot Details									
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, 6728029082		6728029082	Confirmed	Auto-Instructed	04/11/2019	Auto-Approved	04/11/2019	300	300
Total Shares:								300	300

PROS Holdings, Inc.

Meeting Date: 05/07/2019	Country: USA	Primary Security ID: 74346Y103	Meeting ID: 1312950
Record Date: 03/15/2019	Meeting Type: Annual	Ticker: PRO	
Primary CUSIP: 74346Y103	Primary ISIN: US74346Y1038	Primary SEDOL: B1YWQK0	Proxy Level: 3
	Shares Voted: 3,745	Votable Shares: 3,745	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,745

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andres D. Reiner	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.2	Elect Director Ronald F. Woestemeyer	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Escalating levels of CEO pay are not in line with long-term company performance. CEO Reiner's long-term pay is elevated compared to the median of peers, yet the company's financial performance in metrics of ROIC, ROA, ROE, and EBITDA growth performed poorly compared to peers. There are also concerns regarding incentive structures including that the MSU program relies on an insufficiently rigorous performance target.</i>							

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

PROS Holdings, 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 Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: 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
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	04/25/2019	Auto-Approved	04/25/2019	3,745	3,745
Total Shares:							3,745	3,745	

Regency Centers Corporation

Meeting Date: 05/07/2019	Country: USA	Primary Security ID: 758849103	Meeting ID: 1311334
Record Date: 03/11/2019	Meeting Type: Annual	Ticker: REG	
Primary CUSIP: 758849103	Primary ISIN: US7588491032	Primary SEDOL: 2726177	Proxy Level: 3
Shares Voted: 890		Votable Shares: 890	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 890

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin E. Stein, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Joseph F. Azrack	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1c	Elect Director Bryce Blair	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director C. Ronald Blankenship	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1e	Elect Director Deirdre J. Evens	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1f	Elect Director Thomas W. Furphy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Regency Centers Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Karin M. Klein	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1h	Elect Director Peter D. Linneman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director David P. O'Connor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1j	Elect Director Lisa Palmer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1k	Elect Director John C. Schweitzer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1l	Elect Director Thomas G. Wattles	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/03/2019	Auto-Approved	04/07/2019	890	890
Total Shares:							890	890

The GEO Group, Inc.

Meeting Date: 05/07/2019	Country: USA	Primary Security ID: 36162J106	Meeting ID: 1315246
Record Date: 02/26/2019	Meeting Type: Annual	Ticker: GEO	
Primary CUSIP: 36162J106	Primary ISIN: US36162J1060	Primary SEDOL: BNLYWQ1	Proxy Level: 3

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The GEO Group, Inc.

Shares Voted: 517	Votable Shares: 517	*Shares on Loan: 0	Shares Instructed: 517
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anne N. Foreman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Richard H. Glanton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Scott M. Kernan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Guido Van Hauwermeiren	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Christopher C. Wheeler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Julie Myers Wood	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director George C. Zoley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern was identified, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Report on Human Rights Policy Implementation	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information concerning training, performance, and remediation related to GEO's implementation of its human rights policy will provide shareholders with a better understanding of the company's oversight and management of the policy.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/17/2019	Auto-Approved	04/17/2019	517	517
Total Shares:							517	517

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

BlackLine, Inc.

Meeting Date: 05/08/2019	Country: USA	Primary Security ID: 09239B109	Meeting ID: 1311324
Record Date: 03/11/2019	Meeting Type: Annual	Ticker: BL	
Primary CUSIP: 09239B109	Primary ISIN: US09239B1098	Primary SEDOL: BD3WZS6	Proxy Level: 3
	Shares Voted: 2,631	Votable Shares: 2,631	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,631

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John Brennan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees John Brennan, William Griffith, and Graham Smith given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Less than 30% of the board is diverse.</i>						
1.2	Elect Director William Griffith	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees John Brennan, William Griffith, and Graham Smith given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Less than 30% of the board is diverse.</i>						
1.3	Elect Director Graham Smith	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees John Brennan, William Griffith, and Graham Smith given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Less than 30% of the board is diverse.</i>						
1.4	Elect Director Mika Yamamoto	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/17/2019	Auto-Approved	04/17/2019	2,631	2,631
Total Shares:							2,631	2,631

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 Institution Account(s): All Institution Accounts

CME Group Inc.

Meeting Date: 05/08/2019	Country: USA	Primary Security ID: 12572Q105	Meeting ID: 1310641
Record Date: 03/11/2019	Meeting Type: Annual	Ticker: CME	
Primary CUSIP: 12572Q105	Primary ISIN: US12572Q1058	Primary SEDOL: 2965839	Proxy Level: 3
	Shares Voted: 67	Votable Shares: 67	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 67

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
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director Timothy S. Bitsberger	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Charles P. Carey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Dennis H. Chookaszian	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director Ana Dutra	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Martin J. Gepsman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Larry G. Gerdes	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director Daniel R. Glickman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Daniel G. Kaye	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director Phyllis M. Lockett	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director Deborah J. Lucas	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1l	Elect Director Alex J. Pollock	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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CME Group Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Terry L. Savage	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1n	Elect Director William R. Shepard	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1o	Elect Director Howard J. Siegel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1p	Elect Director Michael A. Spencer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1q	Elect Director Dennis A. Suskind	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review, though certain concerns continue to be highlighted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/04/2019	Auto-Approved	04/08/2019	67	67
Total Shares:							67	67

Domtar Corporation

Meeting Date: 05/08/2019	Country: USA	Primary Security ID: 257559203	Meeting ID: 1320530
Record Date: 03/15/2019	Meeting Type: Annual	Ticker: UFS	
Primary CUSIP: 257559203	Primary ISIN: US2575592033	Primary SEDOL: B1T84Z4	Proxy Level: 3
Total Ballots: 1	Shares Voted: 280	Votable Shares: 280	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 280

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

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Domtar Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Robert E. Apple	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director David J. Illingworth	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Brian M. Levitt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director David G. Maffucci	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Pamela B. Strobil	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Denis Turcotte	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director John D. Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Mary A. Winston	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/15/2019	Auto-Approved	04/15/2019	280	280
Total Shares:							280	280

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Edwards Lifesciences Corporation

Meeting Date: 05/08/2019	Country: USA	Primary Security ID: 28176E108	Meeting ID: 1314360
Record Date: 03/13/2019	Meeting Type: Annual	Ticker: EW	
Primary CUSIP: 28176E108	Primary ISIN: US28176E1082	Primary SEDOL: 2567116	Proxy Level: 3
	Shares Voted: 4,585	Votable Shares: 4,585	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 4,585

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael A. Mussallem	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1b	Elect Director Kieran T. Gallahue	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1c	Elect Director Leslie S. Heisz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1d	Elect Director William J. Link	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director Steven R. Loranger	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1f	Elect Director Martha H. Marsh	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1g	Elect Director Wesley W. von Schack	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1h	Elect Director Nicholas J. Valeriani	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance remain reasonably aligned at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Edwards Lifesciences Corporation

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/11/2019	Auto-Approved	04/11/2019	60	60
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	04/11/2019	Auto-Approved	04/11/2019	4,525	4,525
Total Shares:							4,585	4,585

Enbridge, Inc.

Meeting Date: 05/08/2019	Country: Canada	Primary Security ID: 29250N105	Meeting ID: 1294803
Record Date: 03/11/2019	Meeting Type: Annual	Ticker: ENB	
Primary CUSIP: 29250N105	Primary ISIN: CA29250N1050	Primary SEDOL: 2466149	Proxy Level: 3
	Shares Voted: 125	Votable Shares: 125	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 125	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela L. Carter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Marcel R. Coutu	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Susan M. Cunningham	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Gregory L. Ebel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director J. Herb England	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Charles W. Fischer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director V. Maureen Kempston Darkes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Teresa S. Madden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Enbridge, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Al Monaco	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Michael E.J. Phelps *Withdrawn Resolution*	Mgmt	No				
1.11	Elect Director Dan C. Tutcher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director Catherine L. Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.96 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/01/2019	Auto-Approved	05/01/2019	125	125
Total Shares:							125	125

General Electric Company

Meeting Date: 05/08/2019	Country: USA	Primary Security ID: 369604103	Meeting ID: 1309028
Record Date: 03/11/2019	Meeting Type: Annual	Ticker: GE	
Primary CUSIP: 369604103	Primary ISIN: US3696041033	Primary SEDOL: 2380498	Proxy Level: 3
Shares Voted: 18,689		Votable Shares: 18,689	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 18,689

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Sebastien M. Bazin	Mgmt	Yes	For	For	Against	Against

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

General Electric Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Elect Director H. Lawrence Culp, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3	Elect Director Francisco D'Souza	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4	Elect Director Edward P. Garden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
5	Elect Director Thomas W. Horton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
6	Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
7	Elect Director Catherine Lesjak	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
8	Elect Director Paula Rospit Reynolds	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
9	Elect Director Leslie F. Seidman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
10	Elect Director James S. Tisch	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
11	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company entered into a new employment agreement with the general counsel which contains a problematic "good reason" termination definition. The agreement allows the NEO to voluntarily resign for "good reason" upon a change in control and receive severance, effectively creating a modified single trigger severance arrangement. Further, the company's new annual incentive program incorporates significant committee discretion and paid bonuses for the year in review, despite failure to achieve threshold for both corporate financial goals.</i>							
12	Approve Reduction in Minimum Size of Board	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would give the board more flexibility to vary the number of directors while remaining in compliance with the certificate of incorporation; and the reduction is not being proposed in order to remove a director who disagrees with management or fellow directors.</i>							
13	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

General Electric Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
14	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.									
15	Provide for Cumulative Voting	SH	Yes	Against	Against	For	For		
Voting Policy Rationale: UUA will 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, 6728029082		6728029082	Confirmed	Auto-Instructed	04/17/2019	Auto-Approved	04/17/2019	18,689	18,689
Total Shares:							18,689	18,689	

Boston Scientific Corporation

Meeting Date: 05/09/2019	Country: USA	Primary Security ID: 101137107	Meeting ID: 1313914
Record Date: 03/15/2019	Meeting Type: Annual	Ticker: BSX	
Primary CUSIP: 101137107	Primary ISIN: US1011371077	Primary SEDOL: 2113434	Proxy Level: 3
	Shares Voted: 490	Votable Shares: 490	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 490	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nelda J. Connors	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Charles J. Dockendorff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Yoshiaki Fujimori	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Donna A. James	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Edward J. Ludwig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Stephen P. MacMillan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Boston Scientific Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Michael F. Mahoney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director David J. Roux	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director John E. Sununu	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Ellen M. Zane	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
3	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a majority vote standard would give shareholders a meaningful voice in the election of directors</i>							
4	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/12/2019	Auto-Approved	04/12/2019	490	490
Total Shares:							490	490

Corporate Office Properties Trust

Meeting Date: 05/09/2019	Country: USA	Primary Security ID: 22002T108	Meeting ID: 1314381
Record Date: 03/12/2019	Meeting Type: Annual	Ticker: OFC	
Primary CUSIP: 22002T108	Primary ISIN: US22002T1088	Primary SEDOL: 2756152	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,720	Votable Shares: 2,720	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,720

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas F. Brady	Mgmt	Yes	For	For	Against	Against

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Corporate Office Properties Trust

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1b	Elect Director Stephen E. Budorick	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1c	Elect Director Robert L. Denton, Sr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1d	Elect Director Philip L. Hawkins	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1e	Elect Director David M. Jacobstein	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1f	Elect Director Steven D. Kesler	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1g	Elect Director C. Taylor Pickett	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1h	Elect Director Lisa G. Trimberger	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/19/2019	Auto-Approved	04/19/2019	2,720	2,720
Total Shares:							2,720	2,720

Covanta Holding Corporation

Meeting Date: 05/09/2019	Country: USA	Primary Security ID: 22282E102	Meeting ID: 1316311
Record Date: 03/14/2019	Meeting Type: Annual	Ticker: CVA	
Primary CUSIP: 22282E102	Primary ISIN: US22282E1029	Primary SEDOL: 2255778	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Covanta Holding Corporation

Shares Voted: 2,800 **Votable Shares:** 2,800 ***Shares on Loan:** 0 **Shares Instructed:** 2,800
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 David M. Barse	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Ronald J. Broglio	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Peter C.B. Bynoe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Linda J. Fisher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Joseph M. Holsten	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Stephen J. Jones	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Owen Michaelson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Danielle Pletka	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Michael W. Ranger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Robert S. Silberman	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Jean Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Samuel Zell	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Covanta Holding Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against		
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- Plan cost is excessive;- Estimated duration of available and proposed shares exceeds six years;- Disclosure of CIC vesting treatment is incomplete;- The plan permits liberal recycling of full-value awards; and- The plan allows broad discretion to accelerate vesting.									
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 issues were identified, and pay and performance are reasonably aligned at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/29/2019	Auto-Approved	04/29/2019	2,800	2,800
Total Shares:								2,800	2,800

DTE Energy Company

Meeting Date: 05/09/2019	Country: USA	Primary Security ID: 233331107	Meeting ID: 1307454
Record Date: 03/12/2019	Meeting Type: Annual	Ticker: DTE	
Primary CUSIP: 233331107	Primary ISIN: US2333311072	Primary SEDOL: 2280220	Proxy Level: 3
Shares Voted: 1,357		Votable Shares: 1,357	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,357

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gerard M. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director David A. Brandon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director W. Frank Fountain, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Charles G. McClure, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Gail J. McGovern	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

DTE Energy Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Mark A. Murray	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Ruth G. Shaw	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Robert C. Skaggs, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director David A. Thomas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director James H. Vandenberghe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Valerie M. Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
5	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as increased disclosure of the company's trade association policies, memberships, and executive-level oversight mechanisms can help shareholders assess DTE Energy's comprehensive political contribution activities and the company's management of associated risks and benefits.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/15/2019	Auto-Approved	04/15/2019	1,357	1,357
Total Shares:							1,357	1,357

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ford Motor Company

Meeting Date: 05/09/2019	Country: USA	Primary Security ID: 345370860	Meeting ID: 1315834
Record Date: 03/13/2019	Meeting Type: Annual	Ticker: F	
Primary CUSIP: 345370860	Primary ISIN: US3453708600	Primary SEDOL: 2615468	Proxy Level: 4
	Shares Voted: 6,332	Votable Shares: 6,332	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 6,332

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen G. Butler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director Kimberly A. Casiano	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Anthony F. Earley, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Edsel B. Ford, II	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director William Clay Ford, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director James P. Hackett	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director William W. Helman, IV	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director William E. Kennard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director John C. Lechleiter	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director John L. Thornton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director John B. Veihmeyer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1l	Elect Director Lynn M. Vojvodich	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ford Motor Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director John S. Weinberg	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Amend NOL Rights Plan (NOL Pill)	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the renewal of the NOL poison pill is warranted given the substantial size of the company's deferred tax assets related to net operating losses, the high likelihood of their realization, and the reasonable three-year term of the NOL pill that mitigates some of the governance risk the pill will pose.</i>							
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide shareholders of the company with equal voting rights on all voting items.</i>							
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure on the company's lobbying and trade association activities, including management-level oversight, would help shareholders better assess the risks and benefits associated with the company's participation in public policy debates.</i>							
7	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure of the company's political contributions, including trade association memberships and payments, and the company's oversight mechanisms regarding those contributions would allow shareholders to better assess related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/18/2019	Auto-Approved	04/18/2019	5,932	5,932
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/18/2019	Auto-Approved	04/18/2019	400	400
Total Shares:							6,332	6,332

Hilton Worldwide Holdings Inc.

Meeting Date: 05/09/2019	Country: USA	Primary Security ID: 43300A203	Meeting ID: 1315724
Record Date: 03/15/2019	Meeting Type: Annual	Ticker: HLT	
Primary CUSIP: 43300A203	Primary ISIN: US43300A2033	Primary SEDOL: BYVMW06	Proxy Level: 3

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

Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Hilton Worldwide Holdings Inc.

Shares Voted: 10 **Votable Shares:** 10 ***Shares on Loan:** 0 **Shares Instructed:** 10
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.</i>						
1b	Elect Director Jonathan D. Gray	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1c	Elect Director Charlene T. Begley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.</i>						
1d	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.</i>						
1e	Elect Director Raymond E. Mabus, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.</i>						
1f	Elect Director Judith A. McHale	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director John G. Schreiber	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Elizabeth A. Smith	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.</i>						
1i	Elect Director Douglas M. Steenland	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.</i>						
2	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted. Despite the CEO's significant tax gross-up on perquisites, executive compensation and company performance are reasonably aligned for the year under review.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Hilton Worldwide 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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/09/2019	Auto-Approved	04/09/2019	10	10
Total Shares:							10	10

Inogen, Inc.

Meeting Date: 05/09/2019 **Country:** USA **Primary Security ID:** 45780L104 **Meeting ID:** 1313251
Record Date: 03/15/2019 **Meeting Type:** Annual **Ticker:** INGN

Primary CUSIP: 45780L104 **Primary ISIN:** US45780L1044 **Primary SEDOL:** BJSVLL5 **Proxy Level:** 3

Shares Voted: 808 **Votable Shares:** 808 ***Shares on Loan:** 0 **Shares Instructed:** 808

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 Loren McFarland	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Loren McFarland, Benjamin Anderson-Ray, and Scott Wilkinson given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Benjamin Anderson-Ray	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Loren McFarland, Benjamin Anderson-Ray, and Scott Wilkinson given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.3	Elect Director Scott Wilkinson	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Loren McFarland, Benjamin Anderson-Ray, and Scott Wilkinson given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/22/2019	Auto-Approved	04/22/2019	808	808

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Inogen, Inc.

Total Shares: 808 808

S&P Global Inc.

Meeting Date: 05/09/2019 **Country:** USA **Primary Security ID:** 78409V104 **Meeting ID:** 1312685
Record Date: 03/18/2019 **Meeting Type:** Annual **Ticker:** SPGI

Primary CUSIP: 78409V104 **Primary ISIN:** US78409V1044 **Primary SEDOL:** BYV2325 **Proxy Level:** 3

Shares Voted: 360 **Votable Shares:** 360 ***Shares on Loan:** 0 **Shares Instructed:** 360

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 Marco Alvera	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director William J. Amelio	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director William D. Green	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Charles E. Haldeman, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Stephanie C. Hill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Rebecca Jacoby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Monique F. Leroux	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Maria R. Morris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Douglas L. Peterson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Edward B. Rust, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

S&P Global Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Kurt L. Schmoke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director Richard E. Thornburgh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review, though certain concerns continue to be highlighted.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Amend Deferred Compensation Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the shareholder value transfer appears to be within a reasonable range and the equity burn rate is reasonable.</i>							
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/18/2019	Auto-Approved	04/18/2019	360	360
Total Shares:							360	360

Sempra Energy

Meeting Date: 05/09/2019	Country: USA	Primary Security ID: 816851109	Meeting ID: 1296141
Record Date: 03/14/2019	Meeting Type: Annual	Ticker: SRE	
Primary CUSIP: 816851109	Primary ISIN: US8168511090	Primary SEDOL: 2138158	Proxy Level: 3
Shares Voted: 530		Votable Shares: 530	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 530

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan L. Boeckmann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Sempra Energy

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Kathleen L. Brown	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Andres Conesa	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Maria Contreras-Sweet	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Pablo A. Ferrero	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director William D. Jones	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Jeffrey W. Martin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Michael N. Mears	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director William C. Rusnack	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Lynn Schenk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Jack T. Taylor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Cynthia L. Walker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director James C. Yardley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Sempra Energy

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
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. All elements of the new CEO's pay were set below the prior CEO's compensation levels. Both incentive programs are majority performance-based, with clearly disclosed goals and payout formulas. Further, equity awards were earned well below target, consistent with performance. Nevertheless, shareholders should monitor equity awards, as grants to the new CEO were majority time-based for the year in review, including a time-based promotion grant.								
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.								
5	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, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2019	Auto-Approved	04/22/2019	530	530
Total Shares:							530	530

Transocean Ltd.

Meeting Date: 05/09/2019	Country: Switzerland	Primary Security ID: H8817H100	Meeting ID: 1305024
Record Date: 04/22/2019	Meeting Type: Annual	Ticker: RIG	
Primary CUSIP: H8817H100	Primary ISIN: CH0048265513	Primary SEDOL: B3KFWW1	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 828	Votable Shares: 828	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 828

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>							
2	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted.</i>							
3	Appropriation of Available Earnings for Fiscal Year 2018	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal to carry forward the company's accumulated loss is warranted.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Transocean Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4A	Elect Director Glyn A. Barker	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
4B	Elect Director Vanessa C.L. Chang	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
4C	Elect Director Frederico F. Curado	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
4D	Elect Director Chadwick C. Deaton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
4E	Elect Director Vincent J. Intrieri	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
4F	Elect Director Samuel J. Merksamer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
4G	Elect Director Frederik W. Mohn	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
4H	Elect Director Edward R. Muller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
4I	Elect Director Tan Ek Kia	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
4J	Elect Director Jeremy D. Thigpen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5	Elect Chadwick C. Deaton as Board Chairman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of Chadwick Deaton as chairman of the board is warranted given that the roles of chairman and CEO are separated and there are no governance concerns with the chairman.</i>						
6A	Appoint Frederico F. Curado as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted given that all the directors nominated to serve on the compensation committee are independent, and there are no governance concerns that would warrant negative recommendations on committee members at this time.</i>						
6B	Appoint Vincent J. Intrieri as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted given that all the directors nominated to serve on the compensation committee are independent, and there are no governance concerns that would warrant negative recommendations on committee members at this time.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
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Transocean Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6C	Appoint Tan Ek Kia as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted given that all the directors nominated to serve on the compensation committee are independent, and there are no governance concerns that would warrant negative recommendations on committee members at this time.</i>							
7	Designate Schweiger Advokatur / Notariat as Independent Proxy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the lack of concerns.</i>							
8	Appointment Of Ernst & Young LLP as Independent Registered Public Accounting Firm for Fiscal Year 2019 and Reelection of Ernst & Young Ltd, Zurich as the Company's Auditor for a Further One-Year Term	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
10A	Approve Maximum Remuneration of Board of Directors for the Period Between the 2019 and 2020 Annual General Meetings in the Amount of USD 4.12 Million	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i>							
10B	Approve Maximum Remuneration of the Executive Management Team for Fiscal Year 2020 in the Amount of USD 24 Million	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted. As the company is classified as a US domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the US say-on-pay analysis. Support is further warranted given that the board has proposed a flat pay envelope for the executive management team.</i>							
11	Other Business	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/27/2019	Auto-Approved	04/27/2019	828	828
Total Shares:							828	828

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

American Water Works Company, Inc.

Meeting Date: 05/10/2019	Country: USA	Primary Security ID: 030420103	Meeting ID: 1313479
Record Date: 03/15/2019	Meeting Type: Annual	Ticker: AWK	
Primary CUSIP: 030420103	Primary ISIN: US0304201033	Primary SEDOL: B2R3PV1	Proxy Level: 3
	Shares Voted: 2,640	Votable Shares: 2,640	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,640

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffery N. Edwards	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Martha Clark Goss	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Veronica M. Hagen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Julia L. Johnson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Karl F. Kurz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director George MacKenzie	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director James G. Stavridis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Susan N. Story	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Report on Political Contributions	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the company has disclosed a Political Contribution Policy and is committed to disclose certain political expenditures, the company's disclosure policy excludes a broad category of payments made to influence the political process. Additional information on the company's oversight of expenditures to trade associations and other tax-exempt organizations would give shareholders a better understanding of the company's management of its political spending and related risks and benefits.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

American Water Works Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on the company's lobbying expenses and oversight of those expenditures would give shareholders a better understanding of the company's management of its lobbying activities 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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2019	Auto-Approved	04/23/2019	2,640	2,640
Total Shares:							2,640	2,640

Baker Hughes, a GE company

Meeting Date: 05/10/2019	Country: USA	Primary Security ID: 05722G100	Meeting ID: 1313000
Record Date: 03/15/2019	Meeting Type: Annual	Ticker: BHGE	
Primary CUSIP: 05722G100	Primary ISIN: US05722G1004	Primary SEDOL: BDHLTQ5	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,212	Votable Shares: 1,212	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,212

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.3	Elect Director Clarence P. Cazalot, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.4	Elect Director Gregory L. Ebel	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.5	Elect Director Lynn L. Elsenhans	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.6	Elect Director Jamie S. Miller	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Baker Hughes, a GE company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director James J. Mulva	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.8	Elect Director John G. Rice	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee.</i>							
1.9	Elect Director Lorenzo Simonelli	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the majority of pay is conditioned on defined performance metrics.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/05/2019	Auto-Approved	04/10/2019	1,212	1,212
Total Shares:							1,212	1,212

Colgate-Palmolive Company

Meeting Date: 05/10/2019	Country: USA	Primary Security ID: 194162103	Meeting ID: 1314350
Record Date: 03/11/2019	Meeting Type: Annual	Ticker: CL	
Primary CUSIP: 194162103	Primary ISIN: US1941621039	Primary SEDOL: 2209106	Proxy Level: 3
Shares Voted: 2,790		Votable Shares: 2,790	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 2,790	
Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles A. Bancroft	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director John P. Bilbrey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Colgate-Palmolive Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director John T. Cahill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Ian Cook	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Lisa M. Edwards	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Helene D. Gayle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director C. Martin Harris	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Lorrie M. Norrington	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Michael B. Polk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Stephen I. Sadove	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Noel R. Wallace	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
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Colgate-Palmolive Company

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/15/2019	Auto-Approved	04/15/2019	2,790	2,790
Total Shares:							2,790	2,790

John Bean Technologies Corporation

Meeting Date: 05/10/2019	Country: USA	Primary Security ID: 477839104	Meeting ID: 1315002
Record Date: 03/14/2019	Meeting Type: Annual	Ticker: JBT	
Primary CUSIP: 477839104	Primary ISIN: US4778391049	Primary SEDOL: B3BRJZ8	Proxy Level: 3
	Shares Voted: 2,137	Votable Shares: 2,137	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,137

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan D. Feldman	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.							
1.2	Elect Director James E. Goodwin	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.							
3	Ratify KPMG LLP as Auditor	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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/22/2019	Auto-Approved	04/22/2019	2,137	2,137
Total Shares:							2,137	2,137

ManpowerGroup, Inc.

Meeting Date: 05/10/2019	Country: USA	Primary Security ID: 56418H100	Meeting ID: 1304622
Record Date: 03/01/2019	Meeting Type: Annual	Ticker: MAN	
Primary CUSIP: 56418H100	Primary ISIN: US56418H1005	Primary SEDOL: 2562490	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ManpowerGroup, Inc.

Shares Voted: 1,040

Votable Shares: 1,040

*Shares on Loan: 0

Shares Instructed: 1,040

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.A	Elect Director Gina R. Boswell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.B	Elect Director Cari M. Dominguez	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.C	Elect Director William Downe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.D	Elect Director John F. Ferraro	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.E	Elect Director Patricia Hemingway Hall	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.F	Elect Director Julie M. Howard	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.G	Elect Director Ulice Payne, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.H	Elect Director Jonas Prising	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.I	Elect Director Paul Read	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.J	Elect Director Elizabeth P. Sartain	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.K	Elect Director Michael J. Van Handel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ManpowerGroup, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
<i>Voting Policy Rationale: A vote FOR the proposal is warranted. The pay-for-performance misalignment is mitigated by several positive factors. The short-term program utilizes rigorous targets and ultimately paid out below target, which corresponded to company performance. The long-term program is majority performance-based, with a multi-year performance period and forward-looking disclosure of performance goals. Finally, realizable pay for the CEO is much lower than granted pay.</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/29/2019	Auto-Approved	04/29/2019	1,040	1,040
Total Shares:							1,040	1,040	

Marriott International, Inc.

Meeting Date: 05/10/2019	Country: USA	Primary Security ID: 571903202	Meeting ID: 1321924
Record Date: 03/15/2019	Meeting Type: Annual	Ticker: MAR	
Primary CUSIP: 571903202	Primary ISIN: US5719032022	Primary SEDOL: 2210614	Proxy Level: 3
	Shares Voted: 48	Votable Shares: 48	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 48

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J.W. Marriott, Jr.	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.2	Elect Director Mary K. Bush	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.3	Elect Director Bruce W. Duncan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.4	Elect Director Deborah Marriott Harrison	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.5	Elect Director Frederick A. "Fritz" Henderson	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.6	Elect Director Eric Hippeau	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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Reporting Period: 07/01/2018 to 06/30/2019
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Marriott International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Lawrence W. Kellner	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Debra L. Lee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Aylwin B. Lewis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Margaret M. McCarthy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director George Munoz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Steven S. Reinemund	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Susan C. Schwab	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.14	Elect Director Arne M. Sorenson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: After a review of the company's compensation program and practices, pay and performance are reasonably aligned at this time; therefore, a vote FOR this proposal is warranted.</i>						
4a	Eliminate Supermajority Vote Requirement for the Removal of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>						
4b	Eliminate Supermajority Vote Requirement for Future Amendments to the Certificate Approved by Our Stockholders	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>						

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 Location(s): Unitarian Universalist Association
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Marriott International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4c	Eliminate Supermajority Vote Requirement for Future Amendments to Certain Bylaw Provisions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							
4d	Remove the Requirement for a Supermajority Stockholder Vote for Certain Transactions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							
4e	Eliminate Supermajority Vote Requirement for Certain Business Combinations	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

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, 6728029075	6728029075	Confirmed	Auto-Instructed	04/17/2019	Auto-Approved	04/17/2019	48	48
Total Shares:							48	48

Marriott Vacations Worldwide Corporation

Meeting Date: 05/10/2019	Country: USA	Primary Security ID: 57164Y107	Meeting ID: 1315727
Record Date: 03/18/2019	Meeting Type: Annual	Ticker: VAC	
Primary CUSIP: 57164Y107	Primary ISIN: US57164Y1073	Primary SEDOL: B45K9N8	Proxy Level: 3
Shares Voted: 1,886		Votable Shares: 1,886	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,886

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raymond L. Gellein, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Thomas J. Hutchison, III	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Marriott Vacations Worldwide Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Dianna F. Morgan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and there were no significant issues highlighted at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/22/2019	Auto-Approved	04/22/2019	1,886	1,886
Total Shares:							1,886	1,886

Occidental Petroleum Corporation

Meeting Date: 05/10/2019	Country: USA	Primary Security ID: 674599105	Meeting ID: 1315254
Record Date: 03/15/2019	Meeting Type: Annual	Ticker: OXY	
Primary CUSIP: 674599105	Primary ISIN: US6745991058	Primary SEDOL: 2655408	Proxy Level: 3
Total Ballots: 2	Shares Voted: 4,249	Votable Shares: 4,249	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 4,249

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Spencer Abraham	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Eugene L. Batchelder	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Margaret M. Foran	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Occidental Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Carlos M. Gutierrez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Vicki Hollub	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director William R. Klesse	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Jack B. Moore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Avedick B. Poladian	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Elisse B. Walter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: Support for this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 15 percent would enhance shareholders' rights. Additionally, under the company's current ownership structure, there is no single shareholder that could act unilaterally to call a special meeting at the proposed threshold.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/11/2019	Auto-Approved	04/11/2019	4,140	4,140
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/11/2019	Auto-Approved	04/11/2019	109	109
Total Shares:							4,249	4,249

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

International Paper Company

Meeting Date: 05/13/2019	Country: USA	Primary Security ID: 460146103	Meeting ID: 1318629
Record Date: 03/14/2019	Meeting Type: Annual	Ticker: IP	
Primary CUSIP: 460146103	Primary ISIN: US4601461035	Primary SEDOL: 2465254	Proxy Level: 3
	Shares Voted: 770	Votable Shares: 770	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 770

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. Burns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Christopher M. Connor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Ahmet C. Dorduncu	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Ilene S. Gordon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Anders Gustafsson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Jacqueline C. Hinman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Clinton A. Lewis, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Kathryn D. Sullivan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Mark S. Sutton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director J. Steven Whisler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Ray G. Young	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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International Paper Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR the proposal is warranted. The short- and long-term incentive programs are entirely based on financial measures. Further, the long-term program has multi-year performance periods with clearly disclosed forward-looking goals. Nevertheless, the CEO's pay has steadily increased over the past few years and shareholders should continue to monitor pay levels to ensure growth in pay is substantiated by strong performance.								
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2019	Auto-Approved	04/23/2019	770	770
Total Shares:							770	770

3M Company

Meeting Date: 05/14/2019	Country: USA	Primary Security ID: 88579Y101	Meeting ID: 1314088
Record Date: 03/19/2019	Meeting Type: Annual	Ticker: MMM	
Primary CUSIP: 88579Y101	Primary ISIN: US88579Y1010	Primary SEDOL: 2595708	Proxy Level: 3
	Shares Voted: 428	Votable Shares: 428	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 428

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas "Tony" K. Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director David B. Dillon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Michael L. Eskew	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Herbert L. Henkel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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3M Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Amy E. Hood	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Muhtar Kent	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Edward M. Liddy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Dambisa F. Moyo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Michael F. Roman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Patricia A. Woertz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
4	Consider Pay Disparity Between Executives and Other Employees	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons:- Consideration of pay grades and/or salary ranges of all classification of company employees when setting target amounts for CEO compensation would serve to further eliminate excessive pay disparities; and- Excessive pay disparities could pose risks to long-term shareholder value, and impact employee morale as well as a company's standing in the communities in which it operates.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2019	Auto-Approved	04/22/2019	428	428
Total Shares:							428	428

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Alexion Pharmaceuticals, Inc.

Meeting Date: 05/14/2019	Country: USA	Primary Security ID: 015351109	Meeting ID: 1313346
Record Date: 03/15/2019	Meeting Type: Annual	Ticker: ALXN	
Primary CUSIP: 015351109	Primary ISIN: US0153511094	Primary SEDOL: 2036070	Proxy Level: 3
	Shares Voted: 2,550	Votable Shares: 2,550	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,550

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Felix J. Baker	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director David R. Brennan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Christopher J. Coughlin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Deborah Dunsire	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Paul A. Friedman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Ludwig N. Hantson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director John T. Mollen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Francois Nader	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Judith A. Reinsdorf	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Andreas Rummelt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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 Institution Account(s): All Institution Accounts

Alexion Pharmaceuticals, 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. The company made improvements to the pay program, which include a three-year term for all performance equity, and a long-term incentive program that is majority performance-conditioned. Disclosure of strategic accomplishments under the annual incentive program improved, with payouts in line with company performance. However, there are ongoing concerns about the CEO's pay magnitude, especially given the company's use of outsized peers in its own peer group. Shareholders should continue to monitor pay levels going forward.								
4	Amend Proxy Access Right	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR the proposal is warranted as it would enhance the company's existing right for shareholders while maintaining safeguards on 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 Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	04/25/2019	Auto-Approved	04/25/2019	2,550	2,550
Total Shares:							2,550	2,550

Ameris Bancorp

Meeting Date: 05/14/2019	Country: USA	Primary Security ID: 03076K108	Meeting ID: 1317189
Record Date: 03/05/2019	Meeting Type: Annual	Ticker: ABCB	
Primary CUSIP: 03076K108	Primary ISIN: US03076K1088	Primary SEDOL: 2038849	Proxy Level: 3
Shares Voted: 3,406		Votable Shares: 3,406	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 3,406

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel B. Jeter	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director William H. Stern	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director Dennis J. Zember, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify Crowe LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ameris Bancorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
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 granted the former CEO a cash severance payment despite his voluntary retirement. Payment of severance upon a voluntary termination is not a common market practice, as severance is intended as a protection against involuntary job loss.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	05/01/2019	Auto-Approved	05/01/2019	3,406	3,406
Total Shares:								3,406	3,406

Arconic Inc.

Meeting Date: 05/14/2019	Country: USA	Primary Security ID: 03965L100	Meeting ID: 1314769
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: ARNC	
Primary CUSIP: 03965L100	Primary ISIN: US03965L1008	Primary SEDOL: BD3D9G5	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 James F. Albaugh	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Amy E. Alving	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Christopher L. Ayers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Elmer L. Doty	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Rajiv L. Gupta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Sean O. Mahoney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Arconic Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director David J. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director E. Stanley O'Neal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director John C. Plant	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Ulrich R. Schmidt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: While pay and performance are reasonably aligned for 2018, a vote AGAINST this proposal is warranted given concerns regarding the pay magnitude and structure of compensation arrangements approved for John Plant, who was appointed CEO at the start of 2019.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the right could be unilaterally exercised by a single activist shareholder which may not be in the best interests of the majority of shareholders.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/27/2019	Auto-Approved	04/27/2019	100	100
Total Shares:							100	100

ConocoPhillips

Meeting Date: 05/14/2019	Country: USA	Primary Security ID: 20825C104	Meeting ID: 1316890
Record Date: 03/18/2019	Meeting Type: Annual	Ticker: COP	
Primary CUSIP: 20825C104	Primary ISIN: US20825C1045	Primary SEDOL: 2685717	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ConocoPhillips

Shares Voted: 3,284 **Votable Shares:** 3,284 ***Shares on Loan:** 0 **Shares Instructed:** 3,284
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 Charles E. Bunch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Caroline Maury Devine	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director John V. Faraci	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Jody Freeman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Gay Huey Evans	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jeffrey A. Joerres	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Ryan M. Lance	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director William H. McRaven	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Sharmila Mulligan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Arjun N. Murti	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Robert A. Niblock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although there are some concerns raised regarding goal disclosure and rigor, pay and performance appear to be reasonably aligned. A vote FOR this proposal is therefore warranted.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ConocoPhillips

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/18/2019	Auto-Approved	04/18/2019	3,160	3,160
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/18/2019	Auto-Approved	04/18/2019	124	124
Total Shares:							3,284	3,284

Cummins Inc.

Meeting Date: 05/14/2019	Country: USA	Primary Security ID: 231021106	Meeting ID: 1316891
Record Date: 03/12/2019	Meeting Type: Annual	Ticker: CMI	
Primary CUSIP: 231021106	Primary ISIN: US2310211063	Primary SEDOL: 2240202	Proxy Level: 3
	Shares Voted: 558	Votable Shares: 558	*Shares on Loan: 0
			Shares Instructed: 558
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 gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Elect Director Richard J. Freeland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
3	Elect Director Robert J. Bernhard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
4	Elect Director Franklin R. Chang Diaz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
5	Elect Director Bruno V. Di Leo Allen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
6	Elect Director Stephen B. Dobbs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
7	Elect Director Robert K. Herdman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
8	Elect Director Alexis M. Herman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Cummins Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
9	Elect Director Thomas J. Lynch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
10	Elect Director William I. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
11	Elect Director Georgia R. Nelson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
12	Elect Director Karen H. Quintos	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
14	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
15	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The proposal seeks to increase the annual limit on aggregate matching contributions under the plan to \$7.5 million from \$2 million. Given that the plan encourages share ownership among employees and has reasonable terms, a vote FOR this proposal is warranted.</i>							
16	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2019	Auto-Approved	04/16/2019	558	558
Total Shares:							558	558

Juniper Networks, Inc.

Meeting Date: 05/14/2019	Country: USA	Primary Security ID: 48203R104	Meeting ID: 1317264
Record Date: 03/19/2019	Meeting Type: Annual	Ticker: JNPR	
Primary CUSIP: 48203R104	Primary ISIN: US48203R1041	Primary SEDOL: 2431846	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Juniper Networks, Inc.

Total Ballots: 1		Shares Voted: 290	Votable Shares: 290			*Shares on Loan: 0	Shares Instructed: 290
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary Daichendt	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Anne DeSanto	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Kevin DeNuccio	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director James Dolce	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Scott Kriens	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Rahul Merchant	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Rami Rahim	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director William R. Stensrud	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: 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	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2019	Auto-Approved	04/22/2019	290	290
Total Shares:							290	290

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Juniper Networks, Inc.

Omnicell, Inc.

Meeting Date: 05/14/2019	Country: USA	Primary Security ID: 68213N109	Meeting ID: 1317199
Record Date: 03/19/2019	Meeting Type: Annual	Ticker: OMCL	
Primary CUSIP: 68213N109	Primary ISIN: US68213N1090	Primary SEDOL: 2789523	Proxy Level: 3
	Shares Voted: 2,315	Votable Shares: 2,315	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,315

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James T. Judson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Bruce E. Scott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Bruce D. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although certain concerns were identified, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/01/2019	Auto-Approved	05/01/2019	2,315	2,315
Total Shares:							2,315	2,315

Prudential Financial, Inc.

Meeting Date: 05/14/2019	Country: USA	Primary Security ID: 744320102	Meeting ID: 1315262
Record Date: 03/15/2019	Meeting Type: Annual	Ticker: PRU	
Primary CUSIP: 744320102	Primary ISIN: US7443201022	Primary SEDOL: 2819118	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Prudential Financial, Inc.

Shares Voted: 3,273 **Votable Shares:** 3,273 ***Shares on Loan:** 0 **Shares Instructed:** 3,273
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
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Gilbert F. Casellas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Robert M. Falzon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Mark B. Grier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Martina Hund-Mejean	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Karl J. Krapek	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Peter R. Lighte	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Charles F. Lowrey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director George Paz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Christine A. Poon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Douglas A. Scovanner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Michael A. Todman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company's existing good governance practices in particular the unfettered right of 10 percent of shareholders to call special meetings provide an effective counterbalance to the inability of shareholders to act by less-than-unanimous written consent.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2019	Auto-Approved	04/22/2019	3,273	3,273
Total Shares:							3,273	3,273

Ventas, Inc.

Meeting Date: 05/14/2019	Country: USA	Primary Security ID: 92276F100	Meeting ID: 1317261
Record Date: 03/15/2019	Meeting Type: Annual	Ticker: VTR	
Primary CUSIP: 92276F100	Primary ISIN: US92276F1003	Primary SEDOL: 2927925	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,202	Votable Shares: 1,202	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,202

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Melody C. Barnes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1B	Elect Director Debra A. Cafaro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1C	Elect Director Jay M. Gellert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1D	Elect Director Richard I. Gilchrist	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ventas, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1E	Elect Director Matthew J. Lustig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1F	Elect Director Roxanne M. Martino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1G	Elect Director Walter C. Rakowich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1H	Elect Director Robert D. Reed	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1I	Elect Director James D. Shelton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. Following a low say-on-pay vote result in 2018, the company made a number of positive changes as a result of shareholder feedback. Additionally, the long-term program is majority performance-based and utilizes a multi-year performance period, while the financial metrics in the short-term program are well disclosed. However, concerns are raised regarding performance metric rigor in both the short- and long-term programs. The lowering of performance targets in the short-term program without lowering the overall payout opportunity, the lack of goal disclosure for one metric in the long-term program, and the targeting of merely the 50th percentile for a relative metric are concerning features. These issues warrant continued close monitoring.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2019	Auto-Approved	04/22/2019	1,202	1,202
Total Shares:							1,202	1,202

Waste Management, Inc.

Meeting Date: 05/14/2019	Country: USA	Primary Security ID: 94106L109	Meeting ID: 1314265
Record Date: 03/19/2019	Meeting Type: Annual	Ticker: WM	
Primary CUSIP: 94106L109	Primary ISIN: US94106L1098	Primary SEDOL: 2937667	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Waste Management, Inc.

Total Ballots: 1		Shares Voted: 991	Votable Shares: 991			*Shares on Loan: 0	Shares Instructed: 991
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Frank M. Clark, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director James C. Fish, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Andres R. Gluski	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1d	Elect Director Patrick W. Gross	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1e	Elect Director Victoria M. Holt	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Kathleen M. Mazzarella	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director John C. Pope	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Thomas H. Weidemeyer	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							
4	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 because a policy requiring pro-rata vesting of equity and the elimination of replacement awards upon a change in control would 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/04/2019	Auto-Approved	04/14/2019	991	991
Total Shares:							991	991

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Waste Management, Inc.

Align Technology, Inc.

Meeting Date: 05/15/2019	Country: USA	Primary Security ID: 016255101	Meeting ID: 1319276
Record Date: 03/20/2019	Meeting Type: Annual	Ticker: ALGN	
Primary CUSIP: 016255101	Primary ISIN: US0162551016	Primary SEDOL: 2679204	Proxy Level: 3
	Shares Voted: 1,925	Votable Shares: 1,925	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,925

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin J. Dallas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Joseph M. Hogan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Joseph Lacob	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director C. Raymond Larkin, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director George J. Morrow	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Thomas M. Prescott	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Andrea L. Saia	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Greg J. Santora	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Susan E. Siegel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Warren S. Thaler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Align Technology, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	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	Against	Against	Against	
Voting Policy Rationale: A vote AGAINST this proposal is warranted. CEO pay rose markedly due to a special one-time MSU grant (valued by Social Advisory Services at approximately \$15 million), which is larger than the CEO's total annual equity grant and larger than the median total CEO pay of peer companies. In addition, the annual incentive award was achieved at maximum for the second consecutive year, during a period when a specific target goal was set below the prior year's 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 Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	04/26/2019	Auto-Approved	04/26/2019	1,925	1,925
Total Shares:							1,925	1,925

Anthem, Inc.

Meeting Date: 05/15/2019	Country: USA	Primary Security ID: 036752103	Meeting ID: 1316304
Record Date: 03/08/2019	Meeting Type: Annual	Ticker: ANTM	
Primary CUSIP: 036752103	Primary ISIN: US0367521038	Primary SEDOL: BSPHGL4	Proxy Level: 3
Total Ballots: 2	Shares Voted: 384	Votable Shares: 384	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 384

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bahija Jallal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Elizabeth E. Tallett	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance remain reasonably aligned.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 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
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>							
5	Declassify the Board of Directors	SH	Yes	None	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/12/2019	Auto-Approved	04/15/2019	300	300
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/12/2019	Auto-Approved	04/15/2019	84	84
Total Shares:							384	384

Dunkin' Brands Group, Inc.

Meeting Date: 05/15/2019	Country: USA	Primary Security ID: 265504100	Meeting ID: 1317857
Record Date: 03/21/2019	Meeting Type: Annual	Ticker: DNKN	
Primary CUSIP: 265504100	Primary ISIN: US2655041000	Primary SEDOL: B3LHT03	Proxy Level: 3
Total Ballots: 1	Shares Voted: 497	Votable Shares: 497	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 497

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Anthony DiNovi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Nigel Travis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Dunkin' Brands 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/27/2019	Auto-Approved	04/27/2019	497	497
Total Shares:							497	497

First Solar, Inc.

Meeting Date: 05/15/2019 **Country:** USA **Primary Security ID:** 336433107 **Meeting ID:** 1318606
Record Date: 03/21/2019 **Meeting Type:** Annual **Ticker:** FSLR

Primary CUSIP: 336433107 **Primary ISIN:** US3364331070 **Primary SEDOL:** B1HMF22 **Proxy Level:** 1

Shares Voted: 53 **Votable Shares:** 53 ***Shares on Loan:** 0 **Shares Instructed:** 53
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	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Sharon L. Allen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.3	Elect Director Richard D. Chapman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.4	Elect Director George A. "Chip" Hambro	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.5	Elect Director Molly E. Joseph	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.6	Elect Director Craig Kennedy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.7	Elect Director William J. Post	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.8	Elect Director Paul H. Stebbins	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.9	Elect Director Michael T. Sweeney	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

First Solar, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.10	Elect Director Mark R. Widmar	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.									
2	Ratify PricewaterhouseCoopers LLP as Auditor	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, 6728029082		6728029082	Confirmed	Auto-Instructed	05/03/2019	Auto-Approved	05/03/2019	53	53
Total Shares:								53	53

Halliburton Company

Meeting Date: 05/15/2019	Country: USA	Primary Security ID: 406216101	Meeting ID: 1317650
Record Date: 03/18/2019	Meeting Type: Annual	Ticker: HAL	
Primary CUSIP: 406216101	Primary ISIN: US4062161017	Primary SEDOL: 2405302	Proxy Level: 3
Total Ballots: 1	Shares Voted: 120	Votable Shares: 120	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 120

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director William E. Albrecht	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director M. Katherine Banks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Alan M. Bennett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Milton Carroll	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Nance K. Dicciani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Halliburton Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Patricia Hemingway Hall	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Robert A. Malone	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Jeffrey A. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with some caution. In response to last year's failed say-on-pay vote, the company met with investors and made substantial improvements to pay programs, including eliminating certain perquisites to executives and making a commitment not to grant promotion stock grants for internal promotions. Further, the executive chairman retired at the end of FY2018, alleviating ongoing concerns regarding two executives paid at the CEO-level. However, shareholders should continue to monitor pay programs at the company, given increased pay opportunities for the new CEO and long-term incentives that target merely median performance, a practice shareholders may increasingly question when long-term programs have provided maximum payouts for each of the last two cycles. These issues warrant continued monitoring.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

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, 6728029075	6728029075	Confirmed	Auto-Instructed	04/23/2019	Auto-Approved	04/23/2019	120	120
Total Shares:							120	120

Hyatt Hotels Corporation

Meeting Date: 05/15/2019	Country: USA	Primary Security ID: 448579102	Meeting ID: 1319093
Record Date: 03/22/2019	Meeting Type: Annual	Ticker: H	
Primary CUSIP: 448579102	Primary ISIN: US4485791028	Primary SEDOL: B5B82X4	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Hyatt Hotels Corporation

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 Paul D. Ballew	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Mark. S. Hoplamazian	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Cary D. McMillan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Michael A. Rocca	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/24/2019	Auto-Approved	04/24/2019	100	100
Total Shares:							100	100

ICU Medical, Inc.

Meeting Date: 05/15/2019	Country: USA	Primary Security ID: 44930G107	Meeting ID: 1319968
Record Date: 03/22/2019	Meeting Type: Annual	Ticker: ICUI	
Primary CUSIP: 44930G107	Primary ISIN: US44930G1076	Primary SEDOL: 2451918	Proxy Level: 3
Shares Voted: 681	Votable Shares: 681	*Shares on Loan: 0	Shares Instructed: 681
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Vivek Jain	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ICU Medical, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director George A. Lopez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Robert S. Swinney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director David C. Greenberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Elisha W. Finney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director David F. Hoffmeister	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Donald M. Abbey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/07/2019	Auto-Approved	05/07/2019	681	681
Total Shares:							681	681

Kohl's Corporation

Meeting Date: 05/15/2019	Country: USA	Primary Security ID: 500255104	Meeting ID: 1312050
Record Date: 03/13/2019	Meeting Type: Annual	Ticker: KSS	
Primary CUSIP: 500255104	Primary ISIN: US0002551043	Primary SEDOL: 2496113	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Kohl's Corporation

Shares Voted: 310 **Votable Shares:** 310 ***Shares on Loan:** 0 **Shares Instructed:** 310
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Boneparth	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board.</i>						
1b	Elect Director Steven A. Burd	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board.</i>						
1c	Elect Director H. Charles Floyd	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1d	Elect Director Michelle Gass	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board.</i>						
1e	Elect Director Jonas Prising	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board.</i>						
1f	Elect Director John E. Schlifske	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1g	Elect Director Adrienne Shapira	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1h	Elect Director Frank V. Sica	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director Stephanie A. Streeter	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1j	Elect Director Stephen E. Watson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance remain reasonably aligned.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Kohl's Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
4	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 trade association policies, memberships, and executive-level oversight mechanisms can help shareholders assess Kohl's' comprehensive political contribution activities and the company's management of associated risks and benefits.								
5	Adopt Vendor Policy Regarding Oversight on Preventing Cruelty to Animals Throughout the Supply Chain	SH	Yes	Against	Against	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons;- Kohl's public disclosures of it policies or practices on animal welfare topics are lacking; and- Shareholders may benefit from additional information from the company on its policies and practices relating to animal welfare in its direct operations as well as in its supply chain.								
Ballot Details								
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, 6728029082	6728029082	Confirmed	Auto-Instructed	04/26/2019	Auto-Approved	04/26/2019	310	310
Total Shares:							310	310

Mondelez International, Inc.

Meeting Date: 05/15/2019	Country: USA	Primary Security ID: 609207105	Meeting ID: 1315843
Record Date: 03/12/2019	Meeting Type: Annual	Ticker: MDLZ	
Primary CUSIP: 609207105	Primary ISIN: US6092071058	Primary SEDOL: B8CKK03	Proxy Level: 3
Shares Voted: 2,960		Votable Shares: 2,960	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,960

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lewis W.K. Booth	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Charles E. Bunch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Debra A. Crew	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Lois D. Juliber	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Mark D. Ketchum	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Peter W. May	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Jorge S. Mesquita	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Joseph Neubauer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Fredric G. Reynolds	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Christiana S. Shi	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Jean-Francois M. L. van Boxmeer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Dirk Van de Put	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the company engaged with shareholders following the failed 2018 say-on-pay vote, and shareholder feedback is disclosed in the proxy statement, the board's commitment to emphasize performance-based recruitment compensation and retention grants lacks specificity. Pay-for-performance concerns are mitigated for the year in review by a number of factors, however. The company increased the proportion of annual incentive awards based on objective performance criteria, and financial performance goals and results are well disclosed. Long-term incentives are predominantly performance conditioned as well, and while forward-looking long-term goals are not disclosed, the company provides some details on how the goals were set; further, goals and performance results are disclosed for equity performance periods completed in 2018, and payouts are consistent with recent performance. However, the largest component of the PSU program targets relative TSR at merely the median, rather than requiring outperformance, and warrants continued monitoring.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Report on Mitigating Impacts of Deforestation in Company's Supply Chain	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because shareholders would benefit from additional information concerning how the company is managing deforestation risk related to its cocoa supply chain.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
5	Consider Pay Disparity Between Executives and Other Employees	SH	Yes	Against	Against	For	For		
Voting Policy Rationale: 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, 6728029082		6728029082	Confirmed	Auto-Instructed	04/30/2019	Auto-Approved	04/30/2019	2,960	2,960
Total Shares:								2,960	2,960

Pinnacle West Capital Corporation

Meeting Date: 05/15/2019	Country: USA	Primary Security ID: 723484101	Meeting ID: 1315162
Record Date: 03/08/2019	Meeting Type: Annual	Ticker: PNW	
Primary CUSIP: 723484101	Primary ISIN: US7234841010	Primary SEDOL: 2048804	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 Donald E. Brandt	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Denis A. Cortese	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director Richard P. Fox	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.4	Elect Director Michael L. Gallagher	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.5	Elect Director Dale E. Klein	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.6	Elect Director Humberto S. Lopez	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.7	Elect Director Kathryn L. Munro	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Pinnacle West Capital Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Bruce J. Nordstrom	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.9	Elect Director Paula J. Sims	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.10	Elect Director James E. Trevathan, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.11	Elect Director David P. Wagener	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the CEO earned his \$4 million retention cash award, the company made a commitment not to grant any additional retention awards to the CEO for the remainder of his service at the company. Additionally, there will be pay program improvements for FY20. Specifically, the CEO's short-term incentive opportunity will stipulate a formal target payout, to be set lower than his previous earned award levels, and the relative TSR target under the long-term program will require ranking at the 55th percentile of the comparator group, rather than the median. These positive changes mitigate certain noted concerns.</i>							
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/06/2019	Auto-Approved	05/06/2019	70	70
Total Shares:							70	70

Range Resources Corporation

Meeting Date: 05/15/2019	Country: USA	Primary Security ID: 75281A109	Meeting ID: 1319825
Record Date: 03/22/2019	Meeting Type: Annual	Ticker: RRC	
Primary CUSIP: 75281A109	Primary ISIN: US75281A1097	Primary SEDOL: 2523334	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Range Resources Corporation

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
1a	Elect Director Brenda A. Cline	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1b	Elect Director Anthony V. Dub	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1c	Elect Director James M. Funk	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1d	Elect Director Steve D. Gray	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1e	Elect Director Christopher A. Helms	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1f	Elect Director Greg G. Maxwell	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1g	Elect Director Steffen E. Palko	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1h	Elect Director Jeffrey L. Ventura	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Pay outcomes for the year in review do not appear substantiated by 2018 performance results. While CEO pay remained relatively flat, short-term incentives paid out substantially above-target, based on several goals of questionable rigor, notwithstanding the committee's second consecutive year of applying negative discretion. Furthermore, performance equity is primarily subject to the same two metrics and annual goals as under the short-term program. The overlapping of metrics under both programs may result in duplicative payouts for the same performance achievement. Finally, the company entered into a problematic severance agreement with a retiring NEO. Payment of severance upon a voluntary termination is not a common market practice, as severance is intended as a protection against involuntary job loss.</i>						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Range Resources 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
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/03/2019	Auto-Approved	05/03/2019	130	130
Total Shares:							130	130

Southwest Airlines Co.

Meeting Date: 05/15/2019	Country: USA	Primary Security ID: 844741108	Meeting ID: 1319675
Record Date: 03/19/2019	Meeting Type: Annual	Ticker: LUV	
Primary CUSIP: 844741108	Primary ISIN: US8447411088	Primary SEDOL: 2831543	Proxy Level: 3
Total Ballots: 1	Shares Voted: 100 Voting Policy: UUA	Votable Shares: 100	*Shares on Loan: 0 Shares Instructed: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David W. Biegler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director J. Veronica Biggins	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Douglas H. Brooks	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director William H. Cunningham	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director John G. Denison	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Thomas W. Gilligan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Gary C. Kelly	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director Grace D. Lieblein	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Nancy B. Loeffler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Southwest Airlines Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director John T. Montford	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1k	Elect Director Ron Ricks	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
5	Amend Proxy Access Right	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendments would enhance the company's existing right for shareholders.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/17/2019	Auto-Approved	04/17/2019	100	100
Total Shares:							100	100

State Street Corporation

Meeting Date: 05/15/2019	Country: USA	Primary Security ID: 857477103	Meeting ID: 1320067
Record Date: 03/08/2019	Meeting Type: Annual	Ticker: STT	
Primary CUSIP: 857477103	Primary ISIN: US8574771031	Primary SEDOL: 2842040	Proxy Level: 3
Shares Voted: 1,628		Votable Shares: 1,628	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,628

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kennett F. Burnes	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

State Street Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Patrick de Saint-Aignan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Lynn A. Dugle	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Amelia C. Fawcett	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director William C. Freda	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Joseph L. Hooley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Sara Mathew	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director William L. Meaney	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Ronald P. O'Hanley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director Sean O'Sullivan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director Richard P. Sergel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1l	Elect Director Gregory L. Summe	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. There are ongoing concerns regarding the payout determination of the CEO's total compensation, which is guided by performance assessments but ultimately determined discretionarily. However, there are mitigating factors for the year in review. Performance year pay decreased substantially and the short-term incentive paid out below target, which aligned with overall performance. Over half of the short-term payout is deferred, vesting in quarterly installments over four years. Additionally, the long-term performance metrics are measured over multiple years and include detailed forward-looking goal disclosure. Shareholders are advised to closely monitor the company's incentive pay structure and the program's reliance on discretionary determinations.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

State Street 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, 6728029082	6728029082	Confirmed	Auto-Instructed	04/25/2019	Auto-Approved	04/25/2019	1,628	1,628
Total Shares:							1,628	1,628

The Hartford Financial Services Group, Inc.

Meeting Date: 05/15/2019	Country: USA	Primary Security ID: 416515104	Meeting ID: 1319343
Record Date: 03/18/2019	Meeting Type: Annual	Ticker: HIG	
Primary CUSIP: 416515104	Primary ISIN: US4165151048	Primary SEDOL: 2476193	Proxy Level: 3
	Shares Voted: 2,900	Votable Shares: 2,900	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,900

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert B. Allardice, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Carlos Dominguez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Trevor Fetter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Stephen P. McGill - withdrawn	Mgmt	No				
1e	Elect Director Kathryn A. Mikells	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Michael G. Morris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Julie G. Richardson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Teresa Wynn Roseborough	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Virginia P. Ruesterholz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Hartford Financial Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Christopher J. Swift	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Greig Woodring	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Though the pay program structure was largely unchanged from the prior fiscal year, a pay-for-performance misalignment exists, and the program lacks sufficient mitigating factors. The short-term incentive program encompasses a significant discretionary element. While plan funding is determined primarily by an earnings metric, individual award determinations are largely based on discretionary assessments of performance. Additionally, the TSR metric in the long-term incentive program targets median performance.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/03/2019	Auto-Approved	05/03/2019	2,900	2,900
Total Shares:							2,900	2,900

Xcel Energy Inc.

Meeting Date: 05/15/2019	Country: USA	Primary Security ID: 98389B100	Meeting ID: 1317239
Record Date: 03/21/2019	Meeting Type: Annual	Ticker: XEL	
Primary CUSIP: 98389B100	Primary ISIN: US98389B1008	Primary SEDOL: 2614807	Proxy Level: 3
Shares Voted: 4,738		Votable Shares: 4,738	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 4,738

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lynn Casey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Richard K. Davis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Ben Fowke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Xcel Energy Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Richard T. O'Brien	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director David K. Owens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Christopher J. Policinski	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director James T. Prokopanko	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director A. Patricia Sampson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director James J. Sheppard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director David A. Westerlund	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Kim Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Timothy V. Wolf	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Daniel Yohannes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/15/2019	Auto-Approved	04/15/2019	4,608	4,608
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/15/2019	Auto-Approved	04/15/2019	130	130
Total Shares:							4,738	4,738

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Xcel Energy Inc.

Xylem Inc.

Meeting Date: 05/15/2019	Country: USA	Primary Security ID: 98419M100	Meeting ID: 1317869
Record Date: 03/18/2019	Meeting Type: Annual	Ticker: XYL	
Primary CUSIP: 98419M100	Primary ISIN: US98419M1009	Primary SEDOL: B3P2CN8	Proxy Level: 3
	Shares Voted: 1,770	Votable Shares: 1,770	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,770

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Curtis J. Crawford	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Patrick K. Decker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Robert F. Friel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jorge M. Gomez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Victoria D. Harker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Sten E. Jakobsson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Steven R. Loranger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Surya N. Mohapatra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Jerome A. Peribere	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Xylem Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Markos I. Tambakeras	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2019	Auto-Approved	04/16/2019	1,770	1,770
Total Shares:							1,770	1,770

AvalonBay Communities, Inc.

Meeting Date: 05/16/2019	Country: USA	Primary Security ID: 053484101	Meeting ID: 1314290
Record Date: 03/05/2019	Meeting Type: Annual	Ticker: AVB	
Primary CUSIP: 053484101	Primary ISIN: US0534841012	Primary SEDOL: 2131179	Proxy Level: 3
Shares Voted: 580	Votable Shares: 580	*Shares on Loan: 0	Shares Instructed: 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 Glyn F. Aeppel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Terry S. Brown	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1c	Elect Director Alan B. Buckelew	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1d	Elect Director Ronald L. Havner, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

AvalonBay Communities, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Stephen P. Hills	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1f	Elect Director Richard J. Lieb	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director Timothy J. Naughton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director H. Jay Sarles	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1i	Elect Director Susan Swanezy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1j	Elect Director W. Edward Walter	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/24/2019	Auto-Approved	04/24/2019	580	580
Total Shares:							580	580

Cboe Global Markets, Inc.

Meeting Date: 05/16/2019	Country: USA	Primary Security ID: 12503M108	Meeting ID: 1318944
Record Date: 03/19/2019	Meeting Type: Annual	Ticker: CBOE	
Primary CUSIP: 12503M108	Primary ISIN: US12503M1080	Primary SEDOL: B5834C5	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Cboe Global Markets, Inc.

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 Edward T. Tilly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Eugene S. Sunshine	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Frank E. English, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director William M. Farrow, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Edward J. Fitzpatrick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Janet P. Froetscher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Jill R. Goodman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Roderick A. Palmore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director James E. Parisi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Joseph P. Ratterman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Michael L. Richter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Jill E. Sommers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Carole E. Stone	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Cboe Global Markets, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted. Although a concern is noted, 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.								
Ballot Details								
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, 6728029075	6728029075	Confirmed	Auto-Instructed	04/17/2019	Auto-Approved	04/17/2019	93	93
Total Shares:							93	93

CoreCivic, Inc.

Meeting Date: 05/16/2019	Country: USA	Primary Security ID: 21871N101	Meeting ID: 1319091
Record Date: 03/18/2019	Meeting Type: Annual	Ticker: CXW	
Primary CUSIP: 21871N101	Primary ISIN: US21871N1019	Primary SEDOL: BZ8VC58	Proxy Level: 3
Total Ballots: 1	Shares Voted: 234	Votable Shares: 234	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 234

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donna M. Alvarado	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Robert J. Dennis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Mark A. Emkes	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Emkes, Stacia Hylton, Thurgood Marshall Jr. and Charles Overby is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the bylaws. Less than 30% of the board is diverse.</i>							
1d	Elect Director Damon T. Hininger	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1e	Elect Director Stacia A. Hylton	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Emkes, Stacia Hylton, Thurgood Marshall Jr. and Charles Overby is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the bylaws. Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CoreCivic, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Harley G. Lappin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1g	Elect Director Anne L. Mariucci	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1h	Elect Director Thurgood Marshall, Jr.	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Emkes, Stacia Hylton, Thurgood Marshall Jr. and Charles Overby is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the bylaws. Less than 30% of the board is diverse.</i>							
1i	Elect Director Devin I. Murphy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1j	Elect Director Charles L. Overby	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Emkes, Stacia Hylton, Thurgood Marshall Jr. and Charles Overby is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the bylaws. Less than 30% of the board is diverse.</i>							
1k	Elect Director John R. Prann, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/30/2019	Auto-Approved	04/30/2019	234	234
Total Shares:							234	234

CVS Health Corporation

Meeting Date: 05/16/2019	Country: USA	Primary Security ID: 126650100	Meeting ID: 1320039
Record Date: 03/21/2019	Meeting Type: Annual	Ticker: CVS	
Primary CUSIP: 126650100	Primary ISIN: US1266501006	Primary SEDOL: 2577609	Proxy Level: 3

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

Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CVS Health Corporation

Shares Voted: 2,820 **Votable Shares:** 2,820 ***Shares on Loan:** 0 **Shares Instructed:** 2,820
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
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mark T. Bertolini	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Richard M. Bracken	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director C. David Brown, II	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Alecia A. DeCoudreaux	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Nancy-Ann M. DeParle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director David W. Dorman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Roger N. Farah	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Anne M. Finucane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Edward J. Ludwig	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Larry J. Merlo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Jean-Pierre Millon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Mary L. Schapiro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director Richard J. Swift	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1o	Elect Director William C. Weldon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1p	Elect Director Tony L. White	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. A large increase in CEO pay is driven by changes in the denomination of long-term incentives, which resulted in two cycles of awards being reported in the same year as a result of disclosure rules. Target CEO compensation did not change significantly, however. Annual incentives and three-quarters of long-term incentives are tied to objective performance conditions, and below-target payouts under both programs reflect recent stock price underperformance.</i>							
4	Prohibit Adjusting Compensation Metrics for Legal or Compliance Costs	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. In the absence of compensation concerns, this proposal would limit the compensation committee's ability to design incentive plans and is viewed as overly prescriptive. The company has adjusted incentive metrics for certain legal settlements for multiple years, supplemental proxy disclosure provides reconciliation to GAAP for incentive program metrics, and these practices have not contributed to a problematic pay-for-performance disconnect.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/10/2019	Auto-Approved	05/10/2019	2,719	2,719
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/10/2019	Auto-Approved	05/10/2019	101	101
Total Shares:							2,820	2,820

Floor & Decor Holdings, Inc.

Meeting Date: 05/16/2019	Country: USA	Primary Security ID: 339750101	Meeting ID: 1313300
Record Date: 03/20/2019	Meeting Type: Annual	Ticker: FND	
Primary CUSIP: 339750101	Primary ISIN: US3397501012	Primary SEDOL: BYQHP96	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Floor & Decor Holdings, Inc.

Shares Voted: 9,850 **Votable Shares:** 9,850 ***Shares on Loan:** 0 **Shares Instructed:** 9,850
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 Fung	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent director nominees Thomas Taylor, Jr., Michael Fung, Rachel Lee, and John Roth is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Less than 30% of the board is diverse.</i>							
1b	Elect Director John M. Roth	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent director nominees Thomas Taylor, Jr., Michael Fung, Rachel Lee, and John Roth is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Less than 30% of the board is diverse.</i>							
1c	Elect Director Thomas V. Taylor, Jr.	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent director nominees Thomas Taylor, Jr., Michael Fung, Rachel Lee, and John Roth is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Less than 30% of the board is diverse.</i>							
1d	Elect Director Rachel H. Lee	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent director nominees Thomas Taylor, Jr., Michael Fung, Rachel Lee, and John Roth is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Less than 30% of the board is diverse.</i>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	04/29/2019	Auto-Approved	04/29/2019	9,850	9,850
Total Shares:							9,850	9,850

Hasbro, Inc.

Meeting Date: 05/16/2019 **Country:** USA **Primary Security ID:** 418056107 **Meeting ID:** 1317651
Record Date: 03/20/2019 **Meeting Type:** Annual **Ticker:** HAS
Primary CUSIP: 418056107 **Primary ISIN:** US4180561072 **Primary SEDOL:** 2414580 **Proxy Level:** 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Hasbro, Inc.

Total Ballots: 1		Shares Voted: 342	Votable Shares: 342			*Shares on Loan: 0	Shares Instructed: 342
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth A. Bronfin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Michael R. Burns	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Hope F. Cochran	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director Crispin H. Davis	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director John A. Frascotti	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.6	Elect Director Lisa Gersh	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director Brian D. Goldner	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.8	Elect Director Alan G. Hassenfeld	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.9	Elect Director Tracy A. Leinbach	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.10	Elect Director Edward M. Philip	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.11	Elect Director Richard S. Stoddart	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.12	Elect Director Mary Beth West	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.13	Elect Director Linda K. Zecher	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Hasbro, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
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 Auditor	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, 6728029082	6728029082	Confirmed	Auto-Instructed	04/09/2019	Auto-Approved	04/16/2019	342	342
Total Shares:							342	342

Host Hotels & Resorts, Inc.

Meeting Date: 05/16/2019	Country: USA	Primary Security ID: 44107P104	Meeting ID: 1319820
Record Date: 03/22/2019	Meeting Type: Annual	Ticker: HST	
Primary CUSIP: 44107P104	Primary ISIN: US44107P1049	Primary SEDOL: 2567503	Proxy Level: 3
	Shares Voted: 6,015	Votable Shares: 6,015	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 6,015

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary L. Baglivo	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Sheila C. Bair	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Ann McLaughlin Korologos	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Richard E. Marriott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Sandeep L. Mathrani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Host Hotels & Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director John B. Morse, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Mary Hogan Preusse	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Walter C. Rakowich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director James F. Risoleo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Gordon H. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director A. William Stein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/17/2019	Auto-Approved	04/17/2019	6,015	6,015
Total Shares:							6,015	6,015

Intel Corporation

Meeting Date: 05/16/2019	Country: USA	Primary Security ID: 458140100	Meeting ID: 1318355
Record Date: 03/18/2019	Meeting Type: Annual	Ticker: INTC	
Primary CUSIP: 458140100	Primary ISIN: US4581401001	Primary SEDOL: 2463247	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Intel Corporation

Shares Voted: 6,157 **Votable Shares:** 6,157 ***Shares on Loan:** 0 **Shares Instructed:** 6,157
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aneel Bhusri	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Andy D. Bryant	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Reed E. Hundt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Omar Ishrak	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Tsu-Jae King Liu	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Gregory D. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Robert 'Bob' H. Swan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Andrew Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Frank D. Yeary	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: While pay and performance are reasonably aligned for 2018, a vote AGAINST this proposal is warranted given concerns regarding the pay magnitude and structure of compensation arrangements approved for Robert Swan, who was appointed CEO at the start of 2019.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Intel Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							
6	Report on Gender Pay Gap	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from additional information allowing them to measure the progress of the company's diversity and inclusion initiatives.</i>							
7	Request for an Annual Advisory Vote on Political Contributions	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's expenditures and oversight mechanisms regarding its political contributions and participation in trade associations would allow shareholders to better assess the company's management of related risks and opportunities.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/06/2019	Auto-Approved	05/06/2019	6,157	6,157
Total Shares:							6,157	6,157

JetBlue Airways Corporation

Meeting Date: 05/16/2019	Country: USA	Primary Security ID: 477143101	Meeting ID: 1318655
Record Date: 03/21/2019	Meeting Type: Annual	Ticker: JBLU	
Primary CUSIP: 477143101	Primary ISIN: US4771431016	Primary SEDOL: 2852760	Proxy Level: 3
	Shares Voted: 636	Votable Shares: 636	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 636	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Ben Baldanza	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1b	Elect Director Peter Boneparth	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1c	Elect Director Virginia Gambale	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Stephan Gemkow	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

JetBlue Airways Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Robin Hayes	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1f	Elect Director Ellen Jewett	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1g	Elect Director Joel Peterson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1h	Elect Director Sarah Robb O'Hagan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1i	Elect Director Frank Sica	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1j	Elect Director Thomas Winkelmann	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/29/2019	Auto-Approved	04/29/2019	636	636
Total Shares:							636	636

L Brands, Inc.

Meeting Date: 05/16/2019	Country: USA	Primary Security ID: 501797104	Meeting ID: 1328377
Record Date: 03/22/2019	Meeting Type: Annual	Ticker: LB	
Primary CUSIP: 501797104	Primary ISIN: US5017971046	Primary SEDOL: B9M2WX3	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

L Brands, Inc.

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 Patricia S. Bellinger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Sarah E. Nash	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Anne Sheehan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Leslie H. Wexner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review, though certain concerns are highlighted.</i>							
4	Eliminate Supermajority Vote Requirement	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in voting requirements would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/01/2019	Auto-Approved	05/01/2019	743	743
Total Shares:							743	743

Lear Corporation

Meeting Date: 05/16/2019	Country: USA	Primary Security ID: 521865204	Meeting ID: 1315251
Record Date: 03/21/2019	Meeting Type: Annual	Ticker: LEA	
Primary CUSIP: 521865204	Primary ISIN: US5218652049	Primary SEDOL: B570P91	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Lear Corporation

Total Ballots: 1		Shares Voted: 395	Votable Shares: 395			*Shares on Loan: 0	Shares Instructed: 395
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas P. Capo	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Mei-Wei Cheng	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Jonathan F. Foster	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Mary Lou Jepsen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Kathleen A. Ligocki	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Conrad L. Mallett, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Raymond E. Scott	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Gregory C. Smith	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Henry D.G. Wallace	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify 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	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/27/2019	Auto-Approved	04/27/2019	395	395

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Lear Corporation

Total Shares: 395 395

Primerica, Inc.

Meeting Date: 05/16/2019 **Country:** USA **Primary Security ID:** 74164M108 **Meeting ID:** 1311347
Record Date: 03/20/2019 **Meeting Type:** Annual **Ticker:** PRI

Primary CUSIP: 74164M108 **Primary ISIN:** US74164M1080 **Primary SEDOL:** B50K3X8 **Proxy Level:** 3

Shares Voted: 1,333 **Votable Shares:** 1,333 ***Shares on Loan:** 0 **Shares Instructed:** 1,333

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Addison, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Joel M. Babbitt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director P. George Benson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director C. Saxby Chambliss	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Gary L. Crittenden	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Cynthia N. Day	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Beatriz "Bea" R. Perez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director D. Richard Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Glenn J. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Barbara A. Yastine	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Primerica, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/23/2019	Auto-Approved	04/23/2019	1,333	1,333
Total Shares:							1,333	1,333

Union Pacific Corporation

Meeting Date: 05/16/2019	Country: USA	Primary Security ID: 907818108	Meeting ID: 1320071
Record Date: 03/22/2019	Meeting Type: Annual	Ticker: UNP	
Primary CUSIP: 907818108	Primary ISIN: US9078181081	Primary SEDOL: 2914734	Proxy Level: 3
Total Ballots: 1	Shares Voted: 96	Votable Shares: 96	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 96

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrew H. Card, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Erroll B. Davis, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director William J. DeLaney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director David B. Dillon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Lance M. Fritz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Deborah C. Hopkins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Union Pacific Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Jane H. Lute	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Michael R. McCarthy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Thomas F. McLarty, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Bhavesh V. Patel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Jose H. Villarreal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance remain reasonably aligned.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/19/2019	Auto-Approved	04/19/2019	96	96
Total Shares:							96	96

Wyndham Destinations, Inc.

Meeting Date: 05/16/2019	Country: USA	Primary Security ID: 98310W108	Meeting ID: 1319299
Record Date: 03/22/2019	Meeting Type: Annual	Ticker: WYND	
Primary CUSIP: 98310W108	Primary ISIN: US98310W1080	Primary SEDOL: B198391	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Wyndham Destinations, 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 Louise F. Brady	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Michael D. Brown	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director James E. Buckman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director George Herrera	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Stephen P. Holmes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Denny Marie Post	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Ronald L. Rickles	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Michael H. Wargotz	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Following low shareholder support for last year's say-on-pay proposal, the compensation committee demonstrated adequate responsiveness by re-introducing performance-based compensation and emphasizing performance-based pay.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Wyndham Destinations, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
5	Report on Political Contributions	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information regarding the company's direct and indirect political contributions, including payments to trade associations, would help investors in assessing its management of related risks.									
Ballot Details									
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, 6728029082		6728029082	Confirmed	Auto-Instructed	05/06/2019	Auto-Approved	05/06/2019	100	100
Total Shares:								100	100

CBRE Group, Inc.

Meeting Date: 05/17/2019	Country: USA	Primary Security ID: 12504L109	Meeting ID: 1319311
Record Date: 03/19/2019	Meeting Type: Annual	Ticker: CBRE	
Primary CUSIP: 12504L109	Primary ISIN: US12504L1098	Primary SEDOL: B6WVMH3	Proxy Level: 3
Total Ballots: 2	Shares Voted: 160	Votable Shares: 160	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 160

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brandon B. Boze	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Beth F. Cobert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Curtis F. Feeny	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Reginald H. Gilyard	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Shira D. Goodman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Christopher T. Jenny	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CBRE Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Gerardo I. Lopez	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Robert E. Sulentic	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Laura D. Tyson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Ray Wirta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Sanjiv Yajnik	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Amend Proxy Access Right	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i>						
6	Report on Impact of Mandatory Arbitration Policies	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as additional information on the company's policies regarding mandatory arbitration for sexual harassment cases could shed light on the practice and could result in improved recruitment and retention.</i>						

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/27/2019	Auto-Approved	04/27/2019	33	33
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/27/2019	Auto-Approved	04/27/2019	127	127
Total Shares:							160	160

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Chesapeake Energy Corporation

Meeting Date: 05/17/2019	Country: USA	Primary Security ID: 165167107	Meeting ID: 1319814
Record Date: 03/18/2019	Meeting Type: Annual	Ticker: CHK	
Primary CUSIP: 165167107	Primary ISIN: US1651671075	Primary SEDOL: 2182779	Proxy Level: 3
	Shares Voted: 1,008	Votable Shares: 1,008	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,008

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gloria R. Boyland	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director Luke R. Corbett	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST incumbent compensation committee members Luke Corbett, Leslie Keating, and Merrill (Pete) Miller Jr. are warranted for limited responsiveness to the failed say-on-pay vote in 2018. Less than 30% of the board is diverse.</i>						
1c	Elect Director Mark A. Edmunds	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Scott A. Gieselman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director David W. Hayes	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Leslie Starr Keating	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST incumbent compensation committee members Luke Corbett, Leslie Keating, and Merrill (Pete) Miller Jr. are warranted for limited responsiveness to the failed say-on-pay vote in 2018. Less than 30% of the board is diverse.</i>						
1g	Elect Director Robert D. "Doug" Lawler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director R. Brad Martin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Merrill A. "Pete" Miller, Jr.	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST incumbent compensation committee members Luke Corbett, Leslie Keating, and Merrill (Pete) Miller Jr. are warranted for limited responsiveness to the failed say-on-pay vote in 2018. Less than 30% of the board is diverse.</i>						
1j	Elect Director Thomas L. Ryan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Chesapeake Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee demonstrated insufficient responsiveness to last year's failed say-on-pay vote. Following multiple years of low say-on-pay support, investors expect detailed engagement disclosure and robust changes to pay programs. Further concerns are raised regarding the use of retention bonus awards and a redesigned long-term equity program which uses annual measurement periods.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

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, 6728029075	6728029075	Confirmed	Auto-Instructed	05/06/2019	Auto-Approved	05/06/2019	1,008	1,008
Total Shares:							1,008	1,008

Intercontinental Exchange, Inc.

Meeting Date: 05/17/2019	Country: USA	Primary Security ID: 45866F104	Meeting ID: 1314824
Record Date: 03/19/2019	Meeting Type: Annual	Ticker: ICE	
Primary CUSIP: 45866F104	Primary ISIN: US45866F1049	Primary SEDOL: BFSSDS9	Proxy Level: 3
Shares Voted: 391		Votable Shares: 391	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 391

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Charles R. Crisp	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Duriya M. Farooqui	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1d	Elect Director Jean-Marc Forneri	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1e	Elect Director The Right Hon. The Lord Hague of Richmond	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Frederick W. Hatfield	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1g	Elect Director Thomas E. Noonan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1h	Elect Director Frederic V. Salerno	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1i	Elect Director Jeffrey C. Sprecher	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1j	Elect Director Judith A. Sprieser	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1k	Elect Director Vincent Tese	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/25/2019	Auto-Approved	04/25/2019	391	391
Total Shares:							391	391

Macy's, Inc.

Meeting Date: 05/17/2019	Country: USA	Primary Security ID: 55616P104	Meeting ID: 1318608
Record Date: 03/21/2019	Meeting Type: Annual	Ticker: M	
Primary CUSIP: 55616P104	Primary ISIN: US55616P1049	Primary SEDOL: 2345022	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Macy's, Inc.

Shares Voted: 1,296

Votable Shares: 1,296

*Shares on Loan: 0

Shares Instructed: 1,296

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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Francis S. Blake	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director John A. Bryant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Deirdre P. Connelly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Jeff Gennette	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Leslie D. Hale	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director William H. Lenehan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Sara Levinson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Joyce M. Roche	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Paul C. Varga	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Marna C. Whittington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Macy's, 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
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Long-term performance awards were forfeited for a second consecutive year when goals were not met, and positive changes will be made to the PRSU design for 2019 awards. Further, the company has improved its disclosure of the rationale behind goal-setting decisions. However, annual incentive awards were earned above target after financial goals were set below actual results in 2017, for a second year, and this issue warrants continued close monitoring.</i>							
4	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding its political expenditures and trade association activities would aid investors in assessing the company's management of related risks and benefits.</i>							
5	Report on Human Rights Due Diligence Process	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations and supply chain would allow shareholders to better gauge how well Macy's is managing human rights related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/03/2019	Auto-Approved	05/03/2019	1,296	1,296
Total Shares:							1,296	1,296

Weyerhaeuser Company

Meeting Date: 05/17/2019	Country: USA	Primary Security ID: 962166104	Meeting ID: 1319022
Record Date: 03/22/2019	Meeting Type: Annual	Ticker: WY	
Primary CUSIP: 962166104	Primary ISIN: US9621661043	Primary SEDOL: 2958936	Proxy Level: 3
Shares Voted: 4,132		Votable Shares: 4,132	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 4,132	
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. Emmert	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.2	Elect Director Rick R. Holley	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.3	Elect Director Sara Grootwassink Lewis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Weyerhaeuser Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Nicole W. Piasecki	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.5	Elect Director Marc F. Racicot	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.6	Elect Director Lawrence A. Selzer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.7	Elect Director D. Michael Steuert	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.8	Elect Director Devin W. Stockfish	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.9	Elect Director Kim Williams	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.10	Elect Director Charles R. Williamson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, given pay-for-performance concerns raised with respect to both annual and long-term incentive programs. The lowering of financial target goals under the annual incentive program is not well explained, and the program paid out above target. Further, the proxy does not disclose metrics or targets for the "controllable business metrics" portion of the program. Long-term equity incentives target merely median performance, and the proxy does not disclose a cap on vesting when shareholders experience losses. The CEO's long-term incentive target opportunity increased without sufficient rationale. Finally, the company made two one-time awards to NEOs that lacked performance vesting criteria.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/24/2019	Auto-Approved	04/24/2019	4,132	4,132
Total Shares:							4,132	4,132

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Brucker Corporation

Meeting Date: 05/20/2019	Country: USA	Primary Security ID: 116794108	Meeting ID: 1325953
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: BRKR	
Primary CUSIP: 116794108	Primary ISIN: US1167941087	Primary SEDOL: 2616137	Proxy Level: 3
	Shares Voted: 4,815	Votable Shares: 4,815	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,815

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank H. Laukien	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director John Ornell	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.3	Elect Director Richard A. Packer	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.4	Elect Director Robert Rosenthal	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/29/2019	Auto-Approved	04/29/2019	4,815	4,815
Total Shares:							4,815	4,815

Willis Towers Watson Public Limited Company

Meeting Date: 05/20/2019	Country: Ireland	Primary Security ID: G96629103	Meeting ID: 1318359
Record Date: 03/21/2019	Meeting Type: Annual	Ticker: WLTW	
Primary CUSIP: G96629103	Primary ISIN: IE00BDB6Q211	Primary SEDOL: BDB6Q21	Proxy Level: N/A

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Willis Towers Watson Public Limited Company

Shares Voted: 166 **Votable Shares:** 166 ***Shares on Loan:** 0 **Shares Instructed:** 166
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 Anna C. Catalano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Victor F. Ganzl	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director John J. Haley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Wendy E. Lane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Brendan R. O'Neill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jaymin B. Patel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Linda D. Rabbitt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Paul D. Thomas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Wilhelm Zeller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.5 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, but with caution. CEO pay remained below the peer median as he again did not receive equity awards following the 2016 front-loaded grant. His pay will increase next year, however, when he returns to the equity incentive program, the recent redesign of which raises some concern. The revised program is based on a new relative TSR metric that targets merely median performance. However, it is positive that the entirety of NEOs' equity awards are performance-conditioned. The annual incentive program was more rigorous, although disclosure around individual performance accomplishments was lacking specificity of goals and accomplishments.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.								
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	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, 6728029082	6728029082	Confirmed	Auto-Instructed	04/30/2019	Auto-Approved	04/30/2019	166	166
Total Shares:							166	166

American International Group, Inc.

Meeting Date: 05/21/2019	Country: USA	Primary Security ID: 026874784	Meeting ID: 1317876
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: AIG	
Primary CUSIP: 026874784	Primary ISIN: US0268747849	Primary SEDOL: 2027342	Proxy Level: 3
Total Ballots: 2	Shares Voted: 675	Votable Shares: 675	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 675

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Don Cornwell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Brian Duperreault	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director John H. Fitzpatrick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director William G. Jurgensen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Christopher S. Lynch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 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
1f	Elect Director Henry S. Miller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Linda A. Mills	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Thomas F. Motamed	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Peter R. Porrino	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Amy L. Schioldager	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Douglas M. Steenland	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Therese M. Vaughan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Although the company disclosed outreach efforts with shareholders, the company only received vague feedback from those engagements. It is incumbent on the board to discern specific concerns during engagements, the lack of which can impede investors' ability to assess whether actions taken by the company are sufficiently responsive to shareholders' concerns. Further, there is an unmitigated pay-for-performance misalignment for the year in review. The CEO's annual incentive predominantly pays out based on an aggregated performance metric for which disclosure is not sufficient to fully understand the linkage between payouts and the performance for the aggregated metrics. For the second consecutive year, the proportion of performance-conditioned equity in the LTI grant was lowered. Additionally, the long-term performance metrics lack forward-looking goal disclosure, and the overall equity grant value was increased 50 percent for certain NEOs, including the CEO, based on an individual modifier, for which the rationale is not considered sufficient.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 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		
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/07/2019	Auto-Approved	05/07/2019	590	590
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	05/07/2019	Auto-Approved	05/07/2019	85	85
Total Shares:								675	675

Biohaven Pharmaceutical Holding Company Ltd.

Meeting Date: 05/21/2019	Country: Virgin Isl (UK)	Primary Security ID: G11196105	Meeting ID: 1322980
Record Date: 03/28/2019	Meeting Type: Annual	Ticker: BHVN	
Primary CUSIP: G11196105	Primary ISIN: VGG111961055	Primary SEDOL: BZ8FXC4	Proxy Level: N/A
	Shares Voted: 1,356	Votable Shares: 1,356	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,356

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Gregory H. Bailey	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Gregory (Greg) Bailey and John Childs is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board structure, each of which adversely impact shareholder rights. The board is not majority independent. The nominee is non-independent and sits on a key committee. The nominee is employed full-time and sits on boards at more than 2 public companies. Less than 30 percent of the board is diverse. There is no racial diversity on the board.</i>							
1B	Elect Director John W. Childs	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Gregory (Greg) Bailey and John Childs is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board structure, each of which adversely impact shareholder rights. The board is not majority independent. Less than 30 percent of the board is diverse. There is no racial diversity on the board.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Biohaven Pharmaceutical Holding Company 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/08/2019	Auto-Approved	05/08/2019	1,356	1,356
Total Shares:							1,356	1,356

Boston Properties, Inc.

Meeting Date: 05/21/2019	Country: USA	Primary Security ID: 101121101	Meeting ID: 1319664
Record Date: 03/27/2019	Meeting Type: Annual	Ticker: BXP	
Primary CUSIP: 101121101	Primary ISIN: US1011211018	Primary SEDOL: 2019479	Proxy Level: 3
	Shares Voted: 720	Votable Shares: 720	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 720

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kelly A. Ayotte	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Bruce W. Duncan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Karen E. Dykstra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Carol B. Einiger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Diane J. Hoskins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Joel I. Klein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Douglas T. Linde	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Matthew J. Lustig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Owen D. Thomas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Boston Properties, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director David A. Twardock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director William H. Walton, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. The compensation committee continued the trend of lowering the portion of long-term equity that was performance-conditioned. Additionally, the annual cash bonus program remained highly discretionary, lacking sufficient transparency while utilizing a very large number of metrics.</i>							
3	Approve Remuneration of Non-Employee Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Non-employee director pay levels are of a reasonable magnitude, and a qualitative review of the proposed director pay policy has identified sufficient positive features and safeguards.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2019	Auto-Approved	05/07/2019	720	720
Total Shares:							720	720

Charles River Laboratories International, Inc.

Meeting Date: 05/21/2019	Country: USA	Primary Security ID: 159864107	Meeting ID: 1319181
Record Date: 03/22/2019	Meeting Type: Annual	Ticker: CRL	
Primary CUSIP: 159864107	Primary ISIN: US1598641074	Primary SEDOL: 2604336	Proxy Level: 3
Shares Voted: 1,488		Votable Shares: 1,488	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,488

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Foster	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Robert J. Bertolini	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Charles River Laboratories International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Stephen D. Chubb	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.4	Elect Director Deborah T. Kochevar	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.5	Elect Director Martin W. Mackay	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.6	Elect Director Jean-Paul Mangeolle	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.7	Elect Director George E. Massaro	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.8	Elect Director George M. Milne, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.9	Elect Director C. Richard Reese	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.10	Elect Director Richard F. Wallman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/01/2019	Auto-Approved	05/01/2019	1,488	1,488
Total Shares:							1,488	1,488

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

JPMorgan Chase & Co.

Meeting Date: 05/21/2019	Country: USA	Primary Security ID: 46625H100	Meeting ID: 1319668
Record Date: 03/22/2019	Meeting Type: Annual	Ticker: JPM	
Primary CUSIP: 46625H100	Primary ISIN: US46625H1005	Primary SEDOL: 2190385	Proxy Level: 3
Total Ballots: 1	Shares Voted: 7,830 Voting Policy: UUA	Votable Shares: 7,830	*Shares on Loan: 0 Shares Instructed: 7,830

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	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director James A. Bell	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Stephen B. Burke	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Todd A. Combs	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director James S. Crown	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director James Dimon	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director Mellody Hobson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director Laban P. Jackson, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director Michael A. Neal	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director Lee R. Raymond	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: There are concerns raised by the executive pay program's reliance on compensation committee discretion to determine NEO total pay, even when that discretion is guided by performance assessments. Investors increasingly prefer an incentive program structure that constrains discretion in favor of emphasis on objective and transparent determinations that are more compatible with pay-for-performance. In this case, the CEO's performance pay has increased four consecutive years and for 2018 totaled \$31 million. While the business results metrics considered were consistent with the prior year, and performance in those metrics increased, other factors assessed were described only vaguely and appear subjective. The CEO's PSU award of \$24.5 million alone was larger than the median of total pay of CEO peers. While the company's improved financial performance and long-term share price outperformance may provide context to increasing award opportunities, this does not carry the same pay-for-performance linkage as does outperformance against pre-set and transparently disclosed performance requirements. Moreover, there are concerns around the vesting design for such a large award, including that the relative measure targets merely median performance, and awards are earned based on three periods measured annually, rather than a true long-term measurement period. As the CEO's regularly increasing incentive pay is driven by discretionary pay determinations, and further given vesting design concerns around PSUs that comprise the bulk of his pay, the pay-for-performance misalignment identified for the year in review is not sufficiently mitigated. Accordingly, a vote AGAINST this proposal is warranted.</i></p>							
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i></p>							
4	Report on Gender Pay Gap	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to measure the progress of the company's diversity and inclusion initiatives.</i></p>							
5	Amend Proxy Access Right	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the company's proxy access right for shareholders while maintaining safeguards in the nomination process.</i></p>							
6	Provide for Cumulative Voting	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: UUA will support proposals asking for Cumulative Voting.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2019	Auto-Approved	05/07/2019	7,830	7,830
Total Shares:							7,830	7,830

Landstar System, Inc.

Meeting Date: 05/21/2019	Country: USA	Primary Security ID: 515098101	Meeting ID: 1321279
Record Date: 03/26/2019	Meeting Type: Annual	Ticker: LSTR	
Primary CUSIP: 515098101	Primary ISIN: US5150981018	Primary SEDOL: 2503994	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Landstar System, Inc.

Shares Voted: 95 **Votable Shares:** 95 ***Shares on Loan:** 0 **Shares Instructed:** 95
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 Homaira Akbari	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Diana M. Murphy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Larry J. Thoele	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/06/2019	Auto-Approved	05/06/2019	95	95
Total Shares:							95	95

Nielsen Holdings plc

Meeting Date: 05/21/2019 **Country:** United Kingdom **Primary Security ID:** G6518L108 **Meeting ID:** 1321284
Record Date: 03/22/2019 **Meeting Type:** Annual **Ticker:** NLSN
Primary CUSIP: G6518L108 **Primary ISIN:** GB00BWFY5505 **Primary SEDOL:** BWFY550 **Proxy Level:** N/A
Shares Voted: 1,662 **Votable Shares:** 1,662 ***Shares on Loan:** 0 **Shares Instructed:** 1,662
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James A. Attwood, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Nielsen Holdings plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Guerrino De Luca	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Karen M. Hoguet	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director David Kenny	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Harish Manwani	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Robert C. Pozen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director David Rawlinson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Javier G. Teruel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Lauren Zalaznick	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Reappoint Ernst & Young LLP as UK Statutory Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Authorize the Audit Committee to Fix Remuneration of UK Statutory Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item and no corporate governance concerns have been identified.</i>						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay was elevated for the year in review due primarily to inducement and make-whole awards, made in connection with his hire. The majority of his inducements awards retain performance criteria. Further, short-term incentives did not payout following below-threshold performance, and FY16 performance grants were forfeited due to below-target achievement at the end of the three-year cycle. Notwithstanding the mitigating factors, continued monitoring of both short- and long-term programs is warranted as investors should expect pay levels to normalize after this transition period.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Nielsen Holdings plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: As the company is classified as a US domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote FOR this item is warranted.</i>							
7	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/04/2019	Auto-Approved	05/04/2019	1,662	1,662
Total Shares:							1,662	1,662

Principal Financial Group, Inc.

Meeting Date: 05/21/2019	Country: USA	Primary Security ID: 74251V102	Meeting ID: 1321494
Record Date: 03/27/2019	Meeting Type: Annual	Ticker: PFG	
Primary CUSIP: 74251V102	Primary ISIN: US74251V1026	Primary SEDOL: 2803014	Proxy Level: 3
	Shares Voted: 1,047	Votable Shares: 1,047	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,047	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael T. Dan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director C. Daniel Gelatt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Sandra L. Helton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Blair C. Pickerell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance appear reasonably aligned at this time.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Principal Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: 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, 6728029082		6728029082	Confirmed	Auto-Instructed	04/27/2019	Auto-Approved	04/27/2019	1,047	1,047
Total Shares:							1,047	1,047	

The Allstate Corporation

Meeting Date: 05/21/2019	Country: USA	Primary Security ID: 020002101	Meeting ID: 1320794
Record Date: 03/22/2019	Meeting Type: Annual	Ticker: ALL	
Primary CUSIP: 020002101	Primary ISIN: US0200021014	Primary SEDOL: 2019952	Proxy Level: 3
Shares Voted: 861		Votable Shares: 861	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 861

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kermit R. Crawford	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Michael L. Eskew	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Margaret M. Keane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Siddharth N. "Bobby" Mehta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jacques P. Perold	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Andrea Redmond	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Gregg M. Sherrill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Allstate Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Judith A. Sprieser	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Thomas J. Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
5	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure of the company's political contributions, including trade association memberships and payments, and the company's oversight mechanisms regarding those contributions would allow shareholders to better assess related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/03/2019	Auto-Approved	05/03/2019	861	861
Total Shares:							861	861

The Gap, Inc.

Meeting Date: 05/21/2019	Country: USA	Primary Security ID: 364760108	Meeting ID: 1321493
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: GPS	
Primary CUSIP: 364760108	Primary ISIN: US3647601083	Primary SEDOL: 2360326	Proxy Level: 3
Shares Voted: 804		Votable Shares: 804	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 804

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy Bohutinsky	Mgmt	Yes	For	For	For	For

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Gap, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director John J. Fisher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Robert J. Fisher	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director William S. Fisher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Tracy Gardner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Isabella D. Goren	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Bob L. Martin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Jorge P. Montoya	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Chris O'Neill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Arthur Peck	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Lexi Reese	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Mayo A. Shattuck, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Gap, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the CEO voluntarily forfeited his earned annual incentive, the committee authorized a sizable time-based RSU retention grant, which substantially offset the foregone annual incentive opportunity. The retention grant of \$10 million will vest exclusively upon the passage of time, which does not establish a link between equity vesting and long-term growth. Moreover, notwithstanding the one-time grant, performance equity is predicated on annually set earnings growth goals, identical to those set under the short-term plan, which may result in duplicative payouts for the same achievement levels. All of these factors have led to a pay and performance disconnect for the year in review.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s):- Plan cost is excessive- Three-year average burn rate is excessive- The plan allows broad discretion to accelerate vesting</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/09/2019	Auto-Approved	05/09/2019	804	804
Total Shares:							804	804

The Hershey Company

Meeting Date: 05/21/2019	Country: USA	Primary Security ID: 427866108	Meeting ID: 1322786
Record Date: 03/22/2019	Meeting Type: Annual	Ticker: HSY	
Primary CUSIP: 427866108	Primary ISIN: US4278661081	Primary SEDOL: 2422806	Proxy Level: 3
	Shares Voted: 536	Votable Shares: 536	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 536	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela M. Arway	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.2	Elect Director James W. Brown	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.3	Elect Director Michele G. Buck	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.4	Elect Director Charles A. Davis	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Hershey Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Mary Kay Haben	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.6	Elect Director James C. Katzman	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.7	Elect Director M. Diane Koken	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.8	Elect Director Robert M. Malcolm	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.9	Elect Director Anthony J. Palmer	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.10	Elect Director Juan R. Perez	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.11	Elect Director Wendy L. Schoppert	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.12	Elect Director David L. Shedlarz	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.50 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted given that pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/01/2019	Auto-Approved	05/01/2019	536	536
Total Shares:							536	536

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Xerox Corporation

Meeting Date: 05/21/2019	Country: USA	Primary Security ID: 984121608	Meeting ID: 1327776
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: XRX	
Primary CUSIP: 984121608	Primary ISIN: US9841216081	Primary SEDOL: BYWTW73	Proxy Level: 5
	Shares Voted: 449	Votable Shares: 449	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 449

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Reorganization	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it does not appear that the reorganization to a holding company structure will have a negative impact on the company's operations or existing agreements. Moreover, other than granting preferred shareholders voting rights, which will be inferior and result in minimal voting dilution to common shareholders, shareholders' rights and ownership percentages will be preserved.</i>						
2.1	Elect Director Keith Cozza	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2.2	Elect Director Jonathan Christodoro	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2.3	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2.4	Elect Director Nicholas Graziano	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2.5	Elect Director Cheryl Gordon Krongard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2.6	Elect Director Scott Letier	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2.7	Elect Director Giovanni "John" Visentin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Xerox Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. First, the committee demonstrated only mixed responsiveness to investors following last year's low say-on-pay vote result. Additionally, pay program concerns arose in FY18 regarding the significant use of discretion under both short- and long-term plans. Short-term incentives initially earned below-target were adjusted to target for the CEO, with limited rationale. Furthermore, FY18-20 cycle awards were converted to time-based equity just one year into the performance period. Finally, the CEO received a \$10 million sign-on award which vested after less than a year.</i>							
5	Adopt Majority Voting Standard for Certain Corporate Actions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in voting requirements would improve shareholder rights.</i>							
6	Adjourn Meeting	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that Item 4, the say-on-pay proposal, does not warrant shareholder support.</i>							
7	Reduce Supermajority Vote Requirement	SH	Yes	None	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in voting requirements would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/09/2019	Auto-Approved	05/09/2019	449	449
Total Shares:							449	449

Amazon.com, Inc.

Meeting Date: 05/22/2019	Country: USA	Primary Security ID: 023135106	Meeting ID: 1322611
Record Date: 03/28/2019	Meeting Type: Annual	Ticker: AMZN	
Primary CUSIP: 023135106	Primary ISIN: US0231351067	Primary SEDOL: 2000019	Proxy Level: 3
Total Ballots: 2	Shares Voted: 854	Votable Shares: 854	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 854

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Rosalind G. Brewer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Jamie S. Gorelick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Daniel P. Huttenlocher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Judith A. McGrath	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Indra K. Nooyi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Jonathan J. Rubinstein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Thomas O. Ryder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Patricia Q. Stonesifer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Wendell P. Weeks	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Executives' periodic equity awards have lengthy vesting periods but lack performance vesting criteria, which is inconsistent with prevailing market practices. However, the program has seemingly driven sustained outperformance and the magnitude of FY18 awards appears reasonable in the context of that strong performance. Further, the committee discloses its rationale for granting periodic, long-term vesting RSUs, rather than performance-conditioned equity, in that it supports the company's objective of encouraging innovation. Nonetheless, there are significant concerns regarding the lack of detailed disclosure of the specific performance accomplishments considered by the board when making its determination for the magnitude of the awards. As a result, it is difficult to assess their at-risk nature and their pay-for-performance linkage. Accordingly, shareholders should expect significantly improved disclosure in this regard going forward, including performance criteria considered and other relevant considerations for each NEO in the future. On balance, a vote FOR this proposal is warranted, with caution, and shareholders are advised to closely scrutinize proxy disclosure next year.</i>						
4	Report on Management of Food Waste	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as a report on the company's efforts to reduce food waste would allow shareholders to assess the effectiveness of the company's food waste programs, as well as provide a better understanding of the company's food waste reduction strategy. In addition, a number of the company's peers have set goals to reduce the amount of food waste that is sent to landfills.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as decreasing the ownership threshold required to call a special meeting from 30 percent to 20 percent would enhance shareholder rights.</i>							
6	Prohibit Sales of Facial Recognition Technology to Government Agencies	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons:- Shareholders would benefit from careful monitoring of Amazon's development of policies and its use of evidence to determine the actual or potential threat that facial recognition technology poses to civil and human rights.- Adoption of the proposal would result in more robust communication regarding the company's policies and oversight mechanisms, and allow shareholders to better assess the risks related to Amazon's facial recognition development and sales processes.</i>							
7	Report on Impact of Government Use of Facial Recognition Technologies	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations would allow shareholders to better gauge how well Amazon is managing human rights related risks, specifically around new technologies like facial recognition.</i>							
8	Report on Products Promoting Hate Speech	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report assessing the adequacy and enforcement of product listing and content policies could help provide shareholders with valuable information on how well the company is assessing and mitigating content-related controversies.</i>							
9	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
10	Report on Sexual Harassment	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as additional information on the company's sexual harassment policies could help shareholders better assess the company's management of related risks.</i>							
11	Report on Climate Change	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted due to the fact that the company lags its peers in not publicly disclosing its carbon footprint, in not setting science-based, time-bound targets for reducing GHG emissions and in not disclosing information concerning how it is assessing and managing the physical risks related to climate change.</i>							
12	Disclose a Board of Directors' Qualification Matrix	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following reasons:- Amazon provides information regarding the experience and qualifications of director nominees; and- The practice is not an appropriate topic of inquiry in the nomination or selection process because political ideology should play no role in the execution of board responsibilities.</i>							
13	Report on Gender Pay Gap	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
14	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from a broader discussion of the company's general approach to addressing considerations on sustainability as they relate to the company's incentive compensation schemes. Establishing sustainability metrics as part of senior executives' compensation packages may be an effective way to further incentivize executives to ensure positive sustainability performance.									
15	Provide Vote Counting to Exclude Abstentions	SH	Yes	Against	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST this item is warranted as that 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 Mgmt, 6728029078		6728029078	Confirmed	Auto-Instructed	05/10/2019	Auto-Approved	05/10/2019	850	850
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	05/10/2019	Auto-Approved	05/10/2019	4	4
Total Shares:								854	854

AtriCure, Inc.

Meeting Date: 05/22/2019	Country: USA	Primary Security ID: 04963C209	Meeting ID: 1321922
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: ATRC	
Primary CUSIP: 04963C209	Primary ISIN: US04963C2098	Primary SEDOL: B0C8KV2	Proxy Level: 3
	Shares Voted: 3,948	Votable Shares: 3,948	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,948

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael H. Carrel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Mark A. Collar	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1c	Elect Director Scott W. Drake	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Regina E. Groves	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

AtriCure, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director B. Kristine Johnson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1f	Elect Director Mark R. Lanning	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1g	Elect Director Sven A. Wehrwein	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Robert S. White	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO total pay declined, and the company introduced performance-based awards into the long-term program that are based on multi-year goals. In addition, the 2019 LTI program will be majority performance-based. While disclosure of strategic goals and accomplishments is limited, the annual incentive program is primarily based on financial objectives and payouts are in-line with company performance.</i>							
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/06/2019	Auto-Approved	05/06/2019	3,948	3,948
Total Shares:							3,948	3,948

Henry Schein, Inc.

Meeting Date: 05/22/2019	Country: USA	Primary Security ID: 806407102	Meeting ID: 1321278
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: HSIC	
Primary CUSIP: 806407102	Primary ISIN: US8064071025	Primary SEDOL: 2416962	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Henry Schein, Inc.

Total Ballots: 1		Shares Voted: 207	Votable Shares: 207		*Shares on Loan: 0	Shares Instructed: 207	
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barry J. Alperin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Gerald A. Benjamin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Stanley M. Bergman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director James P. Breslawski	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Paul Brons	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Shira Goodman	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Joseph L. Herring	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Kurt P. Kuehn	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Philip A. Laskawy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Anne H. Margulies	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Mark E. Mlotek	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1l	Elect Director Steven Paladino	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1m	Elect Director Carol Raphael	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
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Henry Schein, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director E. Dianne Rekow	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1o	Elect Director Bradley T. Sheares	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The nominee attended less than 75% of the board and committee meetings. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							
3	Ratify BDO USA, LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/25/2019	Auto-Approved	04/25/2019	207	207
Total Shares:							207	207

Iron Mountain Incorporated

Meeting Date: 05/22/2019	Country: USA	Primary Security ID: 46284V101	Meeting ID: 1322981
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: IRM	
Primary CUSIP: 46284V101	Primary ISIN: US46284V1017	Primary SEDOL: BVFTF03	Proxy Level: 3
Shares Voted: 585		Votable Shares: 585	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 585

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Ted R. Antenucci	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Pamela M. Arway	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Iron Mountain Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Clarke H. Bailey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Kent P. Dauten	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Paul F. Deninger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Monte Ford	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Per-Kristian Halvorsen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director William L. Meaney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Wendy J. Murdock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Walter C. Rakowich	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Alfred J. Verrecchia	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/03/2019	Auto-Approved	05/03/2019	585	585
Total Shares:							585	585

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Molson Coors Brewing Company

Meeting Date: 05/22/2019	Country: USA	Primary Security ID: 60871R209	Meeting ID: 1319357
Record Date: 03/28/2019	Meeting Type: Annual	Ticker: TAP	
Primary CUSIP: 60871R209	Primary ISIN: US60871R2094	Primary SEDOL: B067BM3	Proxy Level: 3
	Shares Voted: 610	Votable Shares: 610	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 610

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger G. Eaton	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Charles M. Herington	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.3	Elect Director H. Sanford Riley	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/03/2019	Auto-Approved	05/03/2019	610	610
Total Shares:							610	610

ONEOK, Inc.

Meeting Date: 05/22/2019	Country: USA	Primary Security ID: 682680103	Meeting ID: 1319291
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: OKE	
Primary CUSIP: 682680103	Primary ISIN: US6826801036	Primary SEDOL: 2130109	Proxy Level: 3
	Shares Voted: 1,343	Votable Shares: 1,343	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,343

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian L. Derksen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ONEOK, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Julie H. Edwards	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director John W. Gibson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director Mark W. Helderman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Randall J. Larson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Steven J. Malcolm	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Jim W. Mogg	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Pattye L. Moore	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.9	Elect Director Gary D. Parker	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director Eduardo A. Rodriguez	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director Terry K. Spencer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although a concern is noted, both incentive programs are sufficiently performance-based and pay and performance are reasonably aligned at this time.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2019	Auto-Approved	05/07/2019	1,343	1,343
Total Shares:							1,343	1,343

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

Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ONEOK, Inc.**The Travelers Companies, Inc.**

Meeting Date: 05/22/2019	Country: USA	Primary Security ID: 89417E109	Meeting ID: 1319989
Record Date: 03/26/2019	Meeting Type: Annual	Ticker: TRV	
Primary CUSIP: 89417E109	Primary ISIN: US89417E1091	Primary SEDOL: 2769503	Proxy Level: 3
	Shares Voted: 341	Votable Shares: 341	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 341

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan L. Beller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Janet M. Dolan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Patricia L. Higgins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director William J. Kane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Philip T. "Pete" Ruegger, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Todd C. Schermerhorn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Alan D. Schnitzer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Donald J. Shepard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Laurie J. Thomsen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Travelers Companies, 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
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Prepare Employment Diversity Report, Including EEOC Data	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/09/2019	Auto-Approved	05/09/2019	341	341
Total Shares:							341	341

Thermo Fisher Scientific Inc.

Meeting Date: 05/22/2019	Country: USA	Primary Security ID: 883556102	Meeting ID: 1321286
Record Date: 03/27/2019	Meeting Type: Annual	Ticker: TMO	
Primary CUSIP: 883556102	Primary ISIN: US8835561023	Primary SEDOL: 2886907	Proxy Level: 3
Shares Voted: 439		Votable Shares: 439	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 439

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Nelson J. Chai	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director C. Martin Harris	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Tyler Jacks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Judy C. Lewent	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Thomas J. Lynch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Jim P. Manzi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director James C. Mullen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Lars R. Sorensen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Scott M. Sperling	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Elaine S. Ullian	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Dion J. Weisler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although concerns remain regarding the design of the annual LTI program, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/19/2019	Auto-Approved	04/22/2019	439	439
Total Shares:							439	439

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

United Continental Holdings, Inc.

Meeting Date: 05/22/2019	Country: USA	Primary Security ID: 910047109	Meeting ID: 1322970
Record Date: 04/01/2019	Meeting Type: Annual	Ticker: UAL	
Primary CUSIP: 910047109	Primary ISIN: US9100471096	Primary SEDOL: B4QG225	Proxy Level: 3
	Shares Voted: 188	Votable Shares: 188	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 188

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carolyn Corvi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Jane C. Garvey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Barney Harford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Michele J. Hooper	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Walter Isaacson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director James A. C. Kennedy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Oscar Munoz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Edward M. Philip	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Edward L. Shapiro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director David J. Vitale	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director James M. Whitehurst	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

United Continental Holdings, 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
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Amend Proxy Access Right	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendments would enhance the company's existing right for shareholders.</i>							
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association payments, would benefit shareholders in assessing its management of related risks. Policies: Political Spending & Lobbying Activities</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/08/2019	Auto-Approved	05/08/2019	188	188
Total Shares:							188	188

Apache Corporation

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 037411105	Meeting ID: 1321272
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: APA	
Primary CUSIP: 037411105	Primary ISIN: US0374111054	Primary SEDOL: 2043962	Proxy Level: 3
Total Ballots: 1	Shares Voted: 380	Votable Shares: 380	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 380

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Annell R. Bay	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Elect Director John J. Christmann, IV	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3	Elect Director Juliet S. Ellis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4	Elect Director Chansoo Joung	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Apache Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Elect Director Rene R. Joyce	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
6	Elect Director John E. Lowe	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
7	Elect Director William C. Montgomery	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
8	Elect Director Amy H. Nelson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
9	Elect Director Daniel W. Rabun	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
10	Elect Director Peter A. Ragauss	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
11	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While certain concerns remain, namely the significant portion of the annual incentive based on a subjective assessment of strategic performance goals, the company made substantial improvements to incentive programs and disclosure to mitigate the current pay-for-performance misalignment. These improvements include an increase in disclosure of the considerations and payout formula for qualitative goals in the STI program, an increase in the portion of equity granted with forward-looking performance criteria for 2019, the use of only multi-year measurement periods for performance shares, and the introduction of a cap on TSR-based awards in the event of negative absolute TSR.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/02/2019	Auto-Approved	05/02/2019	380	380
Total Shares:							380	380

BlackRock, Inc.

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 09247X101	Meeting ID: 1323586
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: BLK	
Primary CUSIP: 09247X101	Primary ISIN: US09247X1019	Primary SEDOL: 2494504	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

BlackRock, Inc.

Total Ballots: 2		Shares Voted: 76	Votable Shares: 76			*Shares on Loan: 0	Shares Instructed: 76
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bader M. Alsaad	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Mathis Cabiallavetta	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Pamela Daley	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director William S. Demchak	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Jessica P. Einhorn	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Laurence D. Fink	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director William E. Ford	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Fabrizio Freda	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Margaret L. Johnson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Robert S. Kapito	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1l	Elect Director Cheryl D. Mills	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1m	Elect Director Gordon M. Nixon	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director Charles H. Robbins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1o	Elect Director Ivan G. Seidenberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1p	Elect Director Marco Antonio Slim Domit	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1q	Elect Director Susan L. Wagner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1r	Elect Director Mark Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Concerns are raised by the executive pay program's reliance on compensation committee discretion to determine total pay for NEOs, but such discretion is guided by performance assessments of various financial and qualitative criteria. Many investors prefer incentive program structures that constrain discretion in favor of objective and transparent determinations that are more aligned with pay-for-performance. While this discretion remains an ongoing structural concern, there are multiple mitigating factors for the year in review. Notably, disclosure improved with respect to the financial performance factors assessed, and the metrics were consistent with the prior year. The CEO's incentive award value decreased amid weaker financial and share price performance. Also, the entirety of the equity incentive carries performance criteria based on clearly disclosed, forward-looking goals. However, more disclosure around long-term incentive target-setting and prior cycle award vesting would be beneficial for shareholders. In light of these mitigating factors for the year in review, a cautionary vote FOR this proposal is warranted. Shareholders are advised to closely monitor the company's incentive pay structure given the pay program's significant reliance on discretion.</i>							
3	Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related expenditures, trade association payments, and board-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							
5	Adopt Simple Majority Vote	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given the narrow focus of the remaining supermajority provisions, which largely serve to protect shareholders' ability to amend the governing documents by a majority vote.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/11/2019	Auto-Approved	05/11/2019	64	64
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/11/2019	Auto-Approved	05/11/2019	12	12
Total Shares:							76	76

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

BlackRock, Inc.

Bunge Limited

Meeting Date: 05/23/2019	Country: Bermuda	Primary Security ID: G16962105	Meeting ID: 1322273
Record Date: 03/28/2019	Meeting Type: Annual	Ticker: BG	
Primary CUSIP: G16962105	Primary ISIN: BMG169621056	Primary SEDOL: 2788713	Proxy Level: N/A
	Shares Voted: 225	Votable Shares: 225	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 225

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vinita Bali	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Carol M. Browner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Andrew Ferrier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Paul Fribourg	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director J. Erik Fyrwald	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Gregory A. Heckman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Kathleen Hyle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director John E. McGlade	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Henry W. "Jay" Winship	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Mark N. Zenuk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Bunge Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/07/2019	Auto-Approved	05/07/2019	225	225
Total Shares:							225	225	

DowDuPont Inc.

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 26078J100	Meeting ID: 1333857
Record Date: 05/01/2019	Meeting Type: Special	Ticker: DWDP	
Primary CUSIP: 26078J100	Primary ISIN: US26078J1007	Primary SEDOL: BYP66M4	Proxy Level: 2
Total Ballots: 1	Shares Voted: 172	Votable Shares: 172	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 172

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1	Approve Reverse Stock Split	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted given that the reverse split may improve the marketability and liquidity of the common shares, and given that the number of authorized common shares would be reduced in proportion to the reverse split.								
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 reverse stock split warrants shareholder support, a vote FOR this proposal is warranted.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/08/2019	Auto-Approved	05/08/2019	172	172
Total Shares:							172	172

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Euronet Worldwide, Inc.

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 298736109	Meeting ID: 1323667
Record Date: 03/26/2019	Meeting Type: Annual	Ticker: EEFT	
Primary CUSIP: 298736109	Primary ISIN: US2987361092	Primary SEDOL: 2320148	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,089 Voting Policy: UUA	Votable Shares: 1,089 *Shares on Loan: 0	Shares Instructed: 1,089

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Brown	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is no racial diversity on the board. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Andrew B. Schmitt	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is no racial diversity on the board. Less than 30% of the board is diverse.</i>							
1.3	Elect Director Jeannine Strandjord	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is no racial diversity on the board. Less than 30% of the board is diverse.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/09/2019	Auto-Approved	05/09/2019	1,089	1,089
Total Shares:							1,089	1,089

FireEye, Inc.

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 31816Q101	Meeting ID: 1320803
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: FEYE	
Primary CUSIP: 31816Q101	Primary ISIN: US31816Q1013	Primary SEDOL: BD4R405	Proxy Level: 3
Total Ballots: 1	Shares Voted: 6,802 Voting Policy: UUA	Votable Shares: 6,802 *Shares on Loan: 0	Shares Instructed: 6,802

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald E. F. Codd	Mgmt	Yes	For	For	Against	Against

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

FireEye, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Kevin R. Mandia	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Enrique Salem	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The compensation committee adequately responded to shareholder concerns as expressed through relatively low support for the 2018 say-on-pay proposal. In addition, CEO pay is reasonably aligned with performance for the year under review.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/11/2019	Auto-Approved	05/11/2019	6,802	6,802
Total Shares:							6,802	6,802

Flowers Foods, Inc.

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 343498101	Meeting ID: 1321481
Record Date: 03/21/2019	Meeting Type: Annual	Ticker: FLO	
Primary CUSIP: 343498101	Primary ISIN: US3434981011	Primary SEDOL: 2744243	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 100	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George E. Deese	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Rhonda Gass	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Benjamin H. Griswold, IV	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Flowers Foods, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Margaret G. Lewis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director David V. Singer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director James T. Spear	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Melvin T. Stith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director C. Martin Wood, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Eliminate Supermajority Vote Requirement	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i>							

Ballot Details

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, 6728029082	6728029082	Confirmed	Auto-Instructed	05/11/2019	Auto-Approved	05/11/2019	100	100
Total Shares:							100	100

Green Dot Corporation

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 39304D102	Meeting ID: 1323672
Record Date: 04/02/2019	Meeting Type: Annual	Ticker: GDOT	
Primary CUSIP: 39304D102	Primary ISIN: US39304D1028	Primary SEDOL: B3WNNP3	Proxy Level: 3

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Green Dot Corporation

Shares Voted: 2,550 **Votable Shares:** 2,550 ***Shares on Loan:** 0 **Shares Instructed:** 2,550
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 Kenneth C. Aldrich	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director J. Chris Brewster	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director Glinda Bridgforth Hodges	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director Rajeev V. Date	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Saturnino "Nino" Fanlo	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director William I. Jacobs	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director George T. Shaheen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Steven W. Streit	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/11/2019	Auto-Approved	05/11/2019	2,550	2,550
Total Shares:							2,550	2,550

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Inphi Corporation

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 45772F107	Meeting ID: 1330320
Record Date: 04/10/2019	Meeting Type: Annual	Ticker: IPHI	
Primary CUSIP: 45772F107	Primary ISIN: US45772F1075	Primary SEDOL: B5TRVW5	Proxy Level: 3
	Shares Voted: 3,363	Votable Shares: 3,363	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,363

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Chenming C. Hu	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Elissa Murphy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Sam S. Srinivasan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. While pay increased significantly year-over-year, FY18 performance-based equity grants are meant to cover the next two to three years. In addition, while shareholders may prefer to see more rigorous annual incentive targets, improvements were implemented to the LTI plan, with a majority of the FY18 grant tied to multi-year performance goals. Shareholders should nevertheless continue to monitor pay levels and incentive program outcomes going forward.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/08/2019	Auto-Approved	05/08/2019	3,363	3,363
Total Shares:							3,363	3,363

KeyCorp

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 493267108	Meeting ID: 1319822
Record Date: 03/29/2019	Meeting Type: Annual	Ticker: KEY	
Primary CUSIP: 493267108	Primary ISIN: US4932671088	Primary SEDOL: 2490911	Proxy Level: 3

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

KeyCorp

Shares Voted: 5,230 **Votable Shares:** 5,230 ***Shares on Loan:** 0 **Shares Instructed:** 5,230
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 Bruce D. Broussard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Charles P. Cooley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Gary M. Crosby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Alexander M. Cutler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director H. James Dallas	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Elizabeth R. Gile	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director William G. Gisel, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Carlton L. Highsmith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Richard J. Hipple	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Kristen L. Manos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Beth E. Mooney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Barbara R. Snyder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

KeyCorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.14	Elect Director David K. Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the requested increase in the number of authorized shares of common stock is reasonable and there are no substantial concerns about the company's past use of shares.</i>							
6	Permit Board to Amend Bylaws Without Shareholder Consent	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted as it would allow the board to make ministerial changes to the code of regulations without the need to obtain shareholder approval. The board would also have the ability to amend other regulation provisions, though shareholders would retain authority to adopt, amend, or modify the regulations by a simple majority vote. Therefore, approval of this item would facilitate the board's ability to make regulation changes while maintaining shareholders' ability to modify board-adopted provisions if they so choose. Furthermore, the board intends to amend the regulations to adopt a proxy access right in which up to 20 shareholders continuously holding at least 3 percent of the company's outstanding common stock for at least three years may nominate and include in the company's proxy materials up to the greater of two directors or 20 percent of the company's directors.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/03/2019	Auto-Approved	05/03/2019	5,230	5,230
Total Shares:							5,230	5,230

McDonald's Corporation

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 580135101	Meeting ID: 1322879
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: MCD	
Primary CUSIP: 580135101	Primary ISIN: US5801351017	Primary SEDOL: 2550707	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

McDonald's Corporation

Total Ballots: 1		Shares Voted: 945	Votable Shares: 945			*Shares on Loan: 0	Shares Instructed: 945
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd Dean	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Stephen Easterbrook	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Robert Eckert	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Margaret Georgiadis	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Enrique Hernandez, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Richard Lenny	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director John Mulligan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Sheila Penrose	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director John 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 gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Paul Walsh	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 gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Miles White	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory 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.							
3	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
4	Change Range for Size of the Board	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: The proposed change is routine and does not appear motivated by a desire to entrench management. A vote FOR this proposal is warranted.								
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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/04/2019	Auto-Approved	05/04/2019	945	945
Total Shares:							945	945

Merit Medical Systems, Inc.

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 589889104	Meeting ID: 1322963
Record Date: 03/28/2019	Meeting Type: Annual	Ticker: MMSI	
Primary CUSIP: 589889104	Primary ISIN: US5898891040	Primary SEDOL: 2580555	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,794	Votable Shares: 2,794	*Shares on Loan: 0
	Voting Policy: UUA	Shares Instructed: 2,794	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director F. Ann Millner	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Thomas J. Gunderson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Jill D. Anderson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Merit Medical Systems, 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/11/2019	Auto-Approved	05/11/2019	2,794	2,794
Total Shares:							2,794	2,794

Morgan Stanley

Meeting Date: 05/23/2019 Country: USA Primary Security ID: 617446448 Meeting ID: 1320053
 Record Date: 03/25/2019 Meeting Type: Annual Ticker: MS

Primary CUSIP: 617446448 Primary ISIN: US6174464486 Primary SEDOL: 2262314 Proxy Level: 3

Shares Voted: 3,120 Votable Shares: 3,120 *Shares on Loan: 0 Shares Instructed: 3,120
 Total Ballots: 2 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elizabeth Corley	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Alistair M. Darling	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director James P. Gorman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Robert H. Herz	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Nobuyuki Hirano	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Jami Miscik	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Dennis M. Nally	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Morgan Stanley

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Takeshi Ogasawara	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Hutham S. Olayan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Mary L. Schapiro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The executive pay program's reliance on compensation committee discretion raises some concern. Each NEO's total annual pay is ultimately determined by the committee on a discretionary basis, which is guided by wide-ranging performance assessments. Many investors prefer incentive programs that constrain committee discretion by emphasizing objective, formula-driven determinations that can be readily assessed when evaluating pay-for-performance linkage. While discretionary programs are common among large financial institutions, the market has shifted since say-on-pay was mandated, and some financial firms have reduced discretionary elements in recent years in response to shareholder feedback. Leaving total pay determinations to the committee's discretion is normally cause for concern, but these assessments have not resulted in a quantitative pay-for-performance misalignment for the year in review. Also, these assessments have utilized mostly consistent financial metrics, and the majority of equity incentives carry performance criteria once granted and their performance targets are clearly disclosed. Therefore, on balance, a vote FOR this proposal is warranted. Nevertheless, shareholders are advised to monitor the company's incentive pay structure, as the heavy reliance on discretion may be called into question should CEO pay and company performance become misaligned going forward.</i>							
4	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. A more comprehensive lobbying disclosure would enable shareholders to evaluate the company's engagement in the political process and its management of related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/10/2019	Auto-Approved	05/10/2019	3,015	3,015
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/10/2019	Auto-Approved	05/10/2019	105	105
Total Shares:							3,120	3,120

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

NextEra Energy, Inc.

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 65339F101	Meeting ID: 1320100
Record Date: 03/26/2019	Meeting Type: Annual	Ticker: NEE	
Primary CUSIP: 65339F101	Primary ISIN: US65339F1012	Primary SEDOL: 2328915	Proxy Level: 3
	Shares Voted: 200	Votable Shares: 200	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 200

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sherry S. Barrat	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director James L. Camaren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Kenneth B. Dunn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Naren K. Gursahaney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Kirk S. Hachigian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Toni Jennings	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Amy B. Lane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director James L. Robo	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Rudy E. Schupp	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director John L. Skolds	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director William H. Swanson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Hansel E. Tookes, II	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

NextEra Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1m	Elect Director Darryl L. Wilson	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Ratify Deloitte & Touche 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	Report on Political Contributions	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the company's political expenditures and trade association activities would help investors to better assess its management of 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, 6728029082		6728029082	Confirmed	Auto-Instructed	05/08/2019	Auto-Approved	05/08/2019	200	200
Total Shares:								200	200

Nordstrom, Inc.

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 655664100	Meeting ID: 1323682
Record Date: 03/15/2019	Meeting Type: Annual	Ticker: JWN	
Primary CUSIP: 655664100	Primary ISIN: US6556641008	Primary SEDOL: 2641827	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,270	Votable Shares: 1,270	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,270

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shellye L. Archambeau	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Stacy Brown-Philpot	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Tanya L. Domier	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Nordstrom, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Kirsten A. Green	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Glenda G. McNeal	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Erik B. Nordstrom	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Peter E. Nordstrom	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Brad D. Smith	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Gordon A. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Bradley D. Tilden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director B. Kevin Turner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/27/2019	Auto-Approved	04/27/2019	1,270	1,270
Total Shares:							1,270	1,270

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Texas Roadhouse, Inc.

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 882681109	Meeting ID: 1323422
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: TXRH	
Primary CUSIP: 882681109	Primary ISIN: US8826811098	Primary SEDOL: B033TJ7	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,294	Votable Shares: 2,294	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,294

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory N. Moore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director W. Kent Taylor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Curtis A. Warfield	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Kathleen M. Widmer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director James R. Zarley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/08/2019	Auto-Approved	05/08/2019	2,294	2,294
Total Shares:							2,294	2,294

The Home Depot, Inc.

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 437076102	Meeting ID: 1320804
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: HD	
Primary CUSIP: 437076102	Primary ISIN: US4370761029	Primary SEDOL: 2434209	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Home Depot, Inc.

Shares Voted: 524 **Votable Shares:** 524 ***Shares on Loan:** 0 **Shares Instructed:** 524
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 Gerard J. Arpey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Ari Bousbib	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Jeffery H. Boyd	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director J. Frank Brown	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Albert P. Carey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Helena B. Foulkes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Linda R. Gooden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Wayne M. Hewett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Manuel Kadre	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Stephanie C. Linnartz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Craig A. Menear	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Home Depot, 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
<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							
4	Prepare Employment Diversity Report and Report on Diversity Policies	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting of the full set of diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i>							
6	Report on Prison Labor in the Supply Chain	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional reporting on the company's policies addressing use of prison labor would help shareholders assess the level of human rights risk that may be facing the company.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/09/2019	Auto-Approved	05/09/2019	524	524
Total Shares:							524	524

The Interpublic Group of Companies, Inc.

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 460690100	Meeting ID: 1323675
Record Date: 03/28/2019	Meeting Type: Annual	Ticker: IPG	
Primary CUSIP: 460690100	Primary ISIN: US4606901001	Primary SEDOL: 2466321	Proxy Level: 3
	Shares Voted: 936	Votable Shares: 936	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 936	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jocelyn Carter-Miller	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director H. John Greeniaus	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director Mary J. Steele Guilfoile	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Interpublic Group of Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Dawn Hudson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director William T. Kerr	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Henry S. Miller	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Jonathan F. Miller	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.8	Elect Director Patrick Q. Moore	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Michael I. Roth	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.10	Elect Director David M. Thomas	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director E. Lee Wyatt, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/06/2019	Auto-Approved	05/06/2019	936	936
Total Shares:							936	936

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Interpublic Group of Companies, Inc.

The Mosaic Company

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 61945C103	Meeting ID: 1321925
Record Date: 03/22/2019	Meeting Type: Annual	Ticker: MOS	
Primary CUSIP: 61945C103	Primary ISIN: US61945C1036	Primary SEDOL: B3NPHP6	Proxy Level: 3
	Shares Voted: 348	Votable Shares: 348	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 348

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl K. Beebe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Oscar P. Bernardes	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Nancy E. Cooper	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Gregory L. Ebel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Timothy S. Gitzel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Denise C. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Emery N. Koenig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director William T. Monahan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director James 'Joc' C. O'Rourke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Steven M. Seibert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Luciano Siani Pires	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Mosaic Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Kelvin W. Westbrook	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, given that pay and performance are reasonably aligned for the period under review.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2019	Auto-Approved	04/23/2019	348	348
Total Shares:							348	348

Voya Financial, Inc.

Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 929089100	Meeting ID: 1322314
Record Date: 03/25/2019	Meeting Type: Annual	Ticker: VOYA	
Primary CUSIP: 929089100	Primary ISIN: US9290891004	Primary SEDOL: BKWQ2N2	Proxy Level: 3
Shares Voted: 565		Votable Shares: 565	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 565

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Curtis Arledge *Withdrawn Resolution*	Mgmt	No				
1b	Elect Director Lynne Biggar	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is no racial diversity on the board.</i>							
1c	Elect Director Jane P. Chwick	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is no racial diversity on the board.</i>							
1d	Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is no racial diversity on the board.</i>							
1e	Elect Director J. Barry Griswell	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is no racial diversity on the board.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Voya Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Rodney O. Martin, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is no racial diversity on the board.</i>							
1g	Elect Director Byron H. Pollitt, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is no racial diversity on the board.</i>							
1h	Elect Director Joseph V. Tripodi	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is no racial diversity on the board.</i>							
1i	Elect Director David Zwiener	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is no racial diversity on the board.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/08/2019	Auto-Approved	05/08/2019	565	565
Total Shares:							565	565

Five9, Inc.

Meeting Date: 05/28/2019	Country: USA	Primary Security ID: 338307101	Meeting ID: 1324492
Record Date: 04/01/2019	Meeting Type: Annual	Ticker: FIVN	
Primary CUSIP: 338307101	Primary ISIN: US3383071012	Primary SEDOL: BKY7X18	Proxy Level: 3
	Shares Voted: 2,991	Votable Shares: 2,991	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,991	

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

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Five9, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Jack Acosta, Rowan Trollope, and David Welsh given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Rowan Trollope	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Jack Acosta, Rowan Trollope, and David Welsh given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.3	Elect Director David S. Welsh	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Jack Acosta, Rowan Trollope, and David Welsh given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Newly appointed CEO Trollope received sizable sign-on equity awards that are entirely time-vesting.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/15/2019	Auto-Approved	05/15/2019	2,991	2,991
Total Shares:							2,991	2,991

Merck & Co., Inc.

Meeting Date: 05/28/2019	Country: USA	Primary Security ID: 58933Y105	Meeting ID: 1320830
Record Date: 03/29/2019	Meeting Type: Annual	Ticker: MRK	
Primary CUSIP: 58933Y105	Primary ISIN: US58933Y1055	Primary SEDOL: 2778844	Proxy Level: 3
Total Ballots: 2	Shares Voted: 4,672	Votable Shares: 4,672	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 4,672

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Thomas R. Cech	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Mary Ellen Coe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Kenneth C. Frazier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Rochelle B. Lazarus	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Paul B. Rothman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Inge G. Thulin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Wendell P. Weeks	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Peter C. Wendell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the period under review.</i>						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
6	Adopt Policy Disclosing Rationale Behind Approval of Sale of Compensation Shares by a Senior Executive During a Buyback	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, given that the company has a comprehensive stock ownership policy that permits senior executives to sell company stock only during a limited window, with pre-approval from the legal department. Furthermore, there are legitimate reasons for executives to sell their shares.</i>							
7	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, the company's current use of incentive program metrics for which results may be impacted by drug pricing, and the lack of comprehensive disclosure describing how risks related to public concern over drug pricing increases are taken into consideration in executive compensation programs.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/16/2019	Auto-Approved	05/16/2019	4,617	4,617
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/16/2019	Auto-Approved	05/16/2019	55	55
Total Shares:							4,672	4,672

National Oilwell Varco, Inc.

Meeting Date: 05/28/2019	Country: USA	Primary Security ID: 637071101	Meeting ID: 1324499
Record Date: 03/29/2019	Meeting Type: Annual	Ticker: NOV	
Primary CUSIP: 637071101	Primary ISIN: US6370711011	Primary SEDOL: 2624486	Proxy Level: 3
Shares Voted: 892		Votable Shares: 892	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 892	
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
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1B	Elect Director Greg L. Armstrong	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1C	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

National Oilwell Varco, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1D	Elect Director Ben A. Guill	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1E	Elect Director James T. Hackett	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1F	Elect Director David D. Harrison	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1G	Elect Director Eric L. Mattson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1H	Elect Director Melody B. Meyer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1I	Elect Director William R. Thomas	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Although the CEO's long-term incentives in FY18 were majority time-based and vesting performance shares were earned at maximum despite negative TSR, the company discloses two forward-looking improvements that will apply beginning with the FY2020 program. First, PSUs will comprise 50 percent of the total award value, up from 30 percent in 2018 and 40 percent in 2019. Additionally, the committee will introduce a cap for performance equity vesting when absolute TSR is negative. These positive changes somewhat mitigate the aforementioned concerns, although investors should continue to monitor pay programs to ensure alignment between performance and incentive plan outcomes.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/21/2019	Auto-Approved	05/21/2019	892	892
Total Shares:							892	892

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Rexford Industrial Realty, Inc.

Meeting Date: 05/28/2019	Country: USA	Primary Security ID: 76169C100	Meeting ID: 1324503
Record Date: 04/04/2019	Meeting Type: Annual	Ticker: REXR	
Primary CUSIP: 76169C100	Primary ISIN: US76169C1009	Primary SEDOL: BC9ZHL9	Proxy Level: 3
	Shares Voted: 4,520	Votable Shares: 4,520	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,520

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard S. Ziman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director Howard Schwimmer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director Michael S. Frankel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director Robert L. Antin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Steven C. Good	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.6	Elect Director Diana J. Ingram	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Peter Schwab, Diana Ingram, and Tyler Rose is warranted for an ongoing material governance failure. The company's governing documents restrict shareholders' ability to amend the company bylaws. Less than 30% of the board is diverse.</i>						
1.7	Elect Director Tyler H. Rose	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Peter Schwab, Diana Ingram, and Tyler Rose is warranted for an ongoing material governance failure. The company's governing documents restrict shareholders' ability to amend the company bylaws. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.8	Elect Director Peter E. Schwab	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Peter Schwab, Diana Ingram, and Tyler Rose is warranted for an ongoing material governance failure. The company's governing documents restrict shareholders' ability to amend the company bylaws. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Rexford Industrial Realty, 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/14/2019	Auto-Approved	05/14/2019	4,520	4,520
Total Shares:							4,520	4,520

Bright Horizons Family Solutions Inc.

Meeting Date: 05/29/2019 **Country:** USA **Primary Security ID:** 109194100 **Meeting ID:** 1323658
Record Date: 04/04/2019 **Meeting Type:** Annual **Ticker:** BFAM

Primary CUSIP: 109194100 **Primary ISIN:** US1091941005 **Primary SEDOL:** B7MJWP2 **Proxy Level:** 3

Shares Voted: 1,489 **Votable Shares:** 1,489 ***Shares on Loan:** 0 **Shares Instructed:** 1,489

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 Lawrence M. Alleva	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Joshua Bekenstein	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Roger H. Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Marguerite Kondracke	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/13/2019	Auto-Approved	05/13/2019	1,489	1,489

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Bright Horizons Family Solutions Inc.

Total Shares: **1,489** **1,489**

Bristol-Myers Squibb Company

Meeting Date: 05/29/2019	Country: USA	Primary Security ID: 110122108	Meeting ID: 1333588
Record Date: 04/30/2019	Meeting Type: Annual	Ticker: BMY	
Primary CUSIP: 110122108	Primary ISIN: US1101221083	Primary SEDOL: 2126335	Proxy Level: 3
Total Ballots: 2	Shares Voted: 2,123	Votable Shares: 2,123	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,123

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1B	Elect Director Robert J. Bertolini	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1C	Elect Director Giovanni Caforio	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1D	Elect Director Matthew W. Emmens	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1E	Elect Director Michael Grobstein	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1F	Elect Director Alan J. Lacy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1G	Elect Director Dinesh C. Paliwal	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1H	Elect Director Theodore R. Samuels	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1I	Elect Director Vicki L. Sato	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1J	Elect Director Gerald L. Storch	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1K	Elect Director Karen H. Vousden	Mgmt	Yes	For	For	Against	Against	
Voting Policy Rationale: Less than 30% of the board is diverse.								
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted given that 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.								
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, 6728029082	6728029082	Confirmed	Auto-Instructed	05/09/2019	Auto-Approved	05/09/2019	1,999	1,999
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/09/2019	Auto-Approved	05/09/2019	124	124
Total Shares:							2,123	2,123

Chevron Corporation

Meeting Date: 05/29/2019	Country: USA	Primary Security ID: 166764100	Meeting ID: 1324456
Record Date: 04/01/2019	Meeting Type: Annual	Ticker: CVX	
Primary CUSIP: 166764100	Primary ISIN: US1667641005	Primary SEDOL: 2838555	Proxy Level: 3
Total Ballots: 1	Shares Voted: 193	Votable Shares: 193	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 193

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director John B. Frank	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Alice P. Gast	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Charles W. Moorman, IV	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Dambisa F. Moyo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Debra Reed-Klages	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Ronald D. Sugar	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Inge G. Thulin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director D. James Umpleby, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Michael K. Wirth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
4	Report on Human Right to Water	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as shareholders would benefit from additional information concerning the company's management of risks related to the human right to water across its value chain.</i>						
5	Report on Plans to Reduce Carbon Footprint Aligned with Paris Agreement Goals	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this non-binding resolution is considered warranted as the request is not overly prescriptive and such a report would, at reasonable cost and omitting proprietary information, aid shareholders in understanding the company's assessment of how it could reduce its carbon footprint in alignment with greenhouse gas reductions necessary to achieve the Paris Agreement's goal of maintaining global warming well below 2 degrees Celsius, and of its management of risks related to climate change.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Establish Environmental Issue Board Committee	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because:- The creation of a board Committee on Climate Change, as requested, should serve to further strengthen the company's ability to manage risks related to sustainability issues.- Given that Chevron has already undertaken a number of climate initiatives, formalizing the company's current practices through the establishment of a climate-focused board committee would not be prohibitively costly or unduly burdensome.</i>							
7	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting and removing the agenda item restrictions would enhance the current shareholder right to call special meetings.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/16/2019	Auto-Approved	05/16/2019	193	193
Total Shares:							193	193

Exxon Mobil Corporation

Meeting Date: 05/29/2019	Country: USA	Primary Security ID: 30231G102	Meeting ID: 1322900
Record Date: 04/03/2019	Meeting Type: Annual	Ticker: XOM	
Primary CUSIP: 30231G102	Primary ISIN: US30231G1022	Primary SEDOL: 2326618	Proxy Level: 3
Shares Voted: 87		Votable Shares: 87	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 87	
Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan K. Avery	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Angela F. Braly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Ursula M. Burns	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Kenneth C. Frazier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Steven A. Kandarian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Douglas R. Oberhelman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Samuel J. Palmisano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Steven S Reinemund	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director William C. Weldon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Darren W. Woods	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. While the company improved disclosure regarding the inputs into the incentive determination process, the proxy still does not clearly indicate what levels of performance would correspond with varying pay opportunities. Accordingly, it appears that award size remain primarily determined by compensation committee discretion. The annual incentive program lacks a meaningful minimum performance requirement, and equity awards do not require the achievement of forward-looking performance goals in order to be earned. CEO Woods' compensation has remained below the level of his predecessor and pay and performance show reasonable alignment for the year in review. However, in the event a pay-for-performance misalignment is identified in the future, investors should expect more disclosure clarifying how performance assessments specifically correspond to varying award opportunities.</i>						
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						
5	Amend Bylaws - Call Special Meetings	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the ability of the holders of 10 percent of outstanding shares to call a special meeting would supplement shareholders' existing right under New Jersey law to petition the Superior Court to call a special meeting upon a showing of good cause.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Disclose a Board Diversity and Qualifications Matrix	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted for the following reasons:- A board matrix would enhance transparency and would provide shareholders with a better tool to assess the quality of Exxon's board and to evaluate its director nominees; and- A growing number of large companies, including several of Exxon's peers, are providing a board skills matrix.</i>							
7	Establish Environmental/Social Issue Board Committee	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because:- The creation of a board committee on climate change, as requested, should serve to further strengthen the company's ability to manage risks related to sustainability issues.- Given that Exxon has already undertaken a number of initiatives, formalizing the company's current practices through the establishment of a climate-focused board committee would not be prohibitively costly or unduly burdensome.</i>							
8	Report on Risks of Petrochemical Operations in Flood Prone Areas	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as shareholders would benefit from the requested report by providing them additional information on the public health risks associated with the company's petrochemical operations and enable them to better assess the company's management of related risks.</i>							
9	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as increased disclosure concerning ExxonMobil's policies and memberships in trade associations and other political organizations would help shareholders assess the company's comprehensive political contribution activities and the company's management of associated risks and benefits.</i>							
10	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related expenditures, trade association payments, and board-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/17/2019	Auto-Approved	05/17/2019	87	87
Total Shares:							87	87

Illumina, Inc.

Meeting Date: 05/29/2019	Country: USA	Primary Security ID: 452327109	Meeting ID: 1324987
Record Date: 04/01/2019	Meeting Type: Annual	Ticker: ILMN	
Primary CUSIP: 452327109	Primary ISIN: US4523271090	Primary SEDOL: 2613990	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Illumina, Inc.

Shares Voted: 2,325 **Votable Shares:** 2,325 ***Shares on Loan:** 0 **Shares Instructed:** 2,325
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 Frances Arnold	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1B	Elect Director Francis A. deSouza	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1C	Elect Director Susan E. Siegel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the majority of pay remains performance-conditioned and pay and performance are reasonably aligned at this time.</i>							
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>							
5	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure of the company's trade association memberships and payments, and the company's board oversight of those contributions would allow shareholders to better assess related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/16/2019	Auto-Approved	05/16/2019	2,325	2,325
Total Shares:							2,325	2,325

Marathon Oil Corporation

Meeting Date: 05/29/2019 **Country:** USA **Primary Security ID:** 565849106 **Meeting ID:** 1323712
Record Date: 04/01/2019 **Meeting Type:** Annual **Ticker:** MRO
Primary CUSIP: 565849106 **Primary ISIN:** US5658491064 **Primary SEDOL:** 2910970 **Proxy Level:** 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Marathon Oil Corporation

Shares Voted: 3,680 **Votable Shares:** 3,680 ***Shares on Loan:** 0 **Shares Instructed:** 3,680
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 Gregory H. Boyce	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Chadwick C. Deaton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Jason B. Few	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Douglas L. Foshee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director M. Elise Hyland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Lee M. Tillman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director J. Kent Wells	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/04/2019	Auto-Approved	05/04/2019	3,550	3,550
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/04/2019	Auto-Approved	05/04/2019	130	130
Total Shares:							3,680	3,680

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Marathon Oil Corporation

Surgery Partners, Inc.

Meeting Date: 05/29/2019	Country: USA	Primary Security ID: 86881A100	Meeting ID: 1333755
Record Date: 04/08/2019	Meeting Type: Annual	Ticker: SGRY	
Primary CUSIP: 86881A100	Primary ISIN: US86881A1007	Primary SEDOL: BYTC1B2	Proxy Level: 3
	Shares Voted: 6,828	Votable Shares: 6,828	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 6,828

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John A. Deane	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.2	Elect Director Teresa DeLuca	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Wayne DeVeydt and Teresa DeLuca given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board is not majority independent. The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.3	Elect Director Wayne S. DeVeydt	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominee Wayne DeVeydt for failure to establish a majority independent board and due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for incumbent director nominees Wayne DeVeydt and Teresa DeLuca given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board is not majority independent. The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Annual incentives and PSUs were deemed earned despite failure to achieve pre-established threshold performance criteria. The rationale provided by the company is not considered to be compelling given the duplicative payouts for below-threshold performance. Further, the company granted an executive cash severance and accelerated the vesting of equity awards despite a voluntary retirement. Providing severance benefits upon a voluntary termination is not a common market practice, as severance is intended as a protection against involuntary job loss.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan cost is excessive;- The disclosure of change-in-control ("CIC") vesting treatment is incomplete or CIC treatment is discretionary;- The plan permits liberal recycling of shares; and- The plan allows broad discretion to accelerate the vesting of outstanding awards.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Surgery Partners, 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/16/2019	Auto-Approved	05/16/2019	6,828	6,828
Total Shares:							6,828	6,828

eBay Inc.

Meeting Date: 05/30/2019	Country: USA	Primary Security ID: 278642103	Meeting ID: 1327187
Record Date: 04/05/2019	Meeting Type: Annual	Ticker: EBAY	
Primary CUSIP: 278642103	Primary ISIN: US2786421030	Primary SEDOL: 2293819	Proxy Level: 3
	Shares Voted: 1,270	Votable Shares: 1,270	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 1,270

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred D. Anderson, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Anthony J. Bates	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Adriane M. Brown	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Jesse A. Cohn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Diana Farrell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Logan D. Green	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Bonnie S. Hammer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Kathleen C. Mitic	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Matthew J. Murphy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

eBay Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Pierre M. Omidyar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Paul S. Pressler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Robert H. Swan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Thomas J. Tierney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1n	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1o	Elect Director Devin N. Wenig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Reduce Ownership Threshold for Shareholder to Call Special Meetings	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the reduction in the ownership threshold will enhance the company's special meeting right for shareholders.</i>							
5	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, shareholders would benefit from adoption of a policy that the chair should be independent.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/06/2019	Auto-Approved	05/06/2019	1,140	1,140
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/06/2019	Auto-Approved	05/06/2019	130	130
Total Shares:							1,270	1,270

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Facebook, Inc.

Meeting Date: 05/30/2019	Country: USA	Primary Security ID: 30303M102	Meeting ID: 1323668
Record Date: 04/05/2019	Meeting Type: Annual	Ticker: FB	
Primary CUSIP: 30303M102	Primary ISIN: US30303M1027	Primary SEDOL: B7TL820	Proxy Level: 3
	Shares Voted: 4,544	Votable Shares: 4,544	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,544

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Marc L. Andreessen	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Lapses in boardroom oversight and a dysfunctional governance structure have contributed to the controversies surrounding Facebook's business model and its social media platform, which have negatively impacted Facebook's brand and reputation, and placed shareholder value at risk. Accordingly, WITHHOLD votes for long-tenured Audit and Risk Oversight Committee member Marc Andreessen are warranted. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Kenneth I. Chenault	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Susan D. Desmond-Hellmann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Sheryl K. Sandberg	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes from non-independent director nominees Mark Zuckerberg and Sheryl Sandberg due to the company's lack of a formal nominating committee. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Peter A. Thiel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Jeffrey D. Zients	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Mark Zuckerberg	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes from non-independent director nominees Mark Zuckerberg and Sheryl Sandberg due to the company's lack of a formal nominating committee. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Facebook, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. The CEO's security fees, already excessive in FY17, more than doubled for FY18, reaching a total of \$20 million. Additionally, multiple problematic pay practices limited the effectiveness of the NEOs' compensation programs. Neither the short- nor the long-term programs utilize objective performance metrics, as only committee discretion was used to determine payouts. Furthermore, equity awards completely lack performance criteria, and the company continued its practice of awarding NEOs outsized equity grants.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Three Years	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board non-affiliated shareholders' preference for a capital structure in which economic ownership and voting power are aligned.</i>							
6	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board and given concerns with the board's governance and the lack of a formal nominating committee. Moreover, the Cambridge Analytica data privacy incident and subsequent controversies regarding the company's social media platform have exposed risk oversight lapses on part of the board. The ensuing negative publicity has damaged Facebook's reputation and has put shareholder value at risk. These problems suggest that shareholders would benefit from the most robust form of independent board oversight, in the form of an independent board chair.</i>							
7	Require a Majority Vote for the Election of Directors	SH	Yes	Against	For	For	For
<i>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.</i>							
8	Disclose Board Diversity and Qualifications Matrix	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following reasons:- Facebook provides information regarding the experience and qualifications of director nominees; and- The practice is not an appropriate topic of inquiry in the nomination or selection process because political ideology should play no role in the execution of board responsibilities.</i>							
9	Report on Content Governance	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as increased disclosure of the company's strategies and policies of its content policies would allow shareholders to better assess the company's management of related risks and content-related controversies.</i>							
10	Report on Global Median Gender Pay Gap	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from additional information allowing them to measure the progress of the company's diversity and inclusion initiatives.</i>							
11	Prepare Employment Diversity Report and Report on Diversity Policies	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company already provides disclosure on its website and in a report on the company's diversity and inclusion initiatives, including initiatives to tackle bias and create an inclusive culture.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Facebook, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
12	Study Strategic Alternatives Including Sale of Assets	SH	Yes	Against	Against	Against	Against		
Voting Policy Rationale: The company maintains a leading market position and has created substantial shareholder value over the long-term. In addition, it is not clear that selling any company subsidiaries would create shareholder value and there are no significant concerns regarding the board's strategic direction at this time. Accordingly, a vote AGAINST 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 Mgmt, 6728029078		6728029078	Confirmed	Auto-Instructed	05/21/2019	Auto-Approved	05/21/2019	4,544	4,544
Total Shares:							4,544	4,544	

LogMeIn, Inc.

Meeting Date: 05/30/2019	Country: USA	Primary Security ID: 54142L109	Meeting ID: 1323678
Record Date: 04/10/2019	Meeting Type: Annual	Ticker: LOGM	
Primary CUSIP: 54142L109	Primary ISIN: US54142L1098	Primary SEDOL: B600J15	Proxy Level: 3
	Shares Voted: 1,475	Votable Shares: 1,475	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,475

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven J. Benson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is no racial diversity on the board. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Robert M. Calderoni	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is no racial diversity on the board. Less than 30% of the board is diverse.</i>							
1.3	Elect Director Michael J. Christenson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is no racial diversity on the board. Less than 30% of the board is diverse.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

LogMeIn, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	05/14/2019	Auto-Approved	05/14/2019	1,475	1,475
Total Shares:								1,475	1,475

Royal Caribbean Cruises Ltd.

Meeting Date: 05/30/2019	Country: Liberia	Primary Security ID: V7780T103	Meeting ID: 1326768
Record Date: 04/10/2019	Meeting Type: Annual	Ticker: RCL	
Primary CUSIP: V7780T103	Primary ISIN: LR0008862868	Primary SEDOL: 2754907	Proxy Level: N/A
Shares Voted: 441	Votable Shares: 441	*Shares on Loan: 0	Shares Instructed: 441
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
1b	Elect Director Richard D. Fain	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse.</i>							
1d	Elect Director William L. Kimsey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. Less than 30 percent of the board is diverse.</i>							
1e	Elect Director Maritza G. Montiel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. Less than 30 percent of the board is diverse.</i>							
1f	Elect Director Ann S. Moore	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Royal Caribbean Cruises Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Eyal M. Ofer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse.</i>							
1h	Elect Director Thomas J. Pritzker	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse.</i>							
1i	Elect Director William K. Reilly	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse.</i>							
1j	Elect Director Vagn O. Sorensen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. Less than 30 percent of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1k	Elect Director Donald Thompson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse.</i>							
1l	Elect Director Arne Alexander Wilhelmsen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30 percent of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay is reasonably aligned with performance at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Report on Political Contributions Disclosure	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure of the company's political contributions, including trade association memberships and payments, and the company's oversight mechanisms regarding those contributions would allow shareholders to better assess related risks.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/13/2019	Auto-Approved	05/13/2019	441	441
Total Shares:							441	441

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Targa Resources Corp.

Meeting Date: 05/30/2019	Country: USA	Primary Security ID: 87612G101	Meeting ID: 1316389
Record Date: 04/02/2019	Meeting Type: Annual	Ticker: TRGP	
Primary CUSIP: 87612G101	Primary ISIN: US87612G1013	Primary SEDOL: B55PZY3	Proxy Level: 3
	Shares Voted: 481	Votable Shares: 481	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 481

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Waters S. Davis, IV	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Rene R. Joyce	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Chris Tong	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Target pay levels continued to increase while performance largely declined and resulted in high total pay relative to company-selected peers. Annual bonuses are entirely discretionary and were driven higher by increases in base salary and target bonus opportunities. Likewise, long-term incentives are based on annual relative TSR results and similar to the short-term program, target incentive values increased significantly. While half of the equity grant is performance-contingent, awards may be earned based on annual relative TSR performance, which negates the purpose of incentivizing sustained, long-term growth. Finally, the committee approved a \$4 million time-based RSU retention grant, which vests in full over a relatively short period of two years and lacks performance conditions. Investors generally prefer that special grants occur infrequently and when they are approved, subject to performance vesting criteria.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/17/2019	Auto-Approved	05/17/2019	481	481
Total Shares:							481	481

Teladoc Health, Inc.

Meeting Date: 05/30/2019	Country: USA	Primary Security ID: 87918A105	Meeting ID: 1327007
Record Date: 04/05/2019	Meeting Type: Annual	Ticker: TDOC	
Primary CUSIP: 87918A105	Primary ISIN: US87918A1051	Primary SEDOL: BYQRFY1	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Teladoc Health, Inc.

Shares Voted: 2,014 **Votable Shares:** 2,014 ***Shares on Loan:** 0 **Shares Instructed:** 2,014
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 Helen Darling	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director William H. Frist	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Michael Goldstein	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director Jason Gorevic	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Brian McAndrews	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Thomas G. McKinley	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Arneek Multani	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Kenneth H. Paulus	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director David Shedlarz	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director David B. Snow, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director Mark Douglas Smith	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Positive changes were made to the long-term incentive program by introducing performance-based equity, and annual incentive payments are based on financial metrics. However, goal setting disclosure is limited, long-term awards are not majority performance conditioned, and overlapping metrics in the incentive programs raise some concern. Shareholders should continue to monitor the CEO's pay package to ensure payouts are reasonably aligned with performance in the future.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Teladoc Health, 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
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	05/17/2019	Auto-Approved	05/17/2019	2,014	2,014
Total Shares:							2,014	2,014	

WESCO International, Inc.

Meeting Date: 05/30/2019	Country: USA	Primary Security ID: 95082P105	Meeting ID: 1324186
Record Date: 04/05/2019	Meeting Type: Annual	Ticker: WCC	
Primary CUSIP: 95082P105	Primary ISIN: US95082P1057	Primary SEDOL: 2416973	Proxy Level: 3
Total Ballots: 1	Shares Voted: 75	Votable Shares: 75	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 75

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John J. Engel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Matthew J. Espe	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Bobby J. Griffin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director John K. Morgan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Steven A. Raymund	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director James L. Singleton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Easwaran Sundaram	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

WESCO International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Lynn M. Utter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/14/2019	Auto-Approved	05/14/2019	75	75
Total Shares:							75	75

Axon Enterprise, Inc.

Meeting Date: 05/31/2019	Country: USA	Primary Security ID: 05464C101	Meeting ID: 1325190
Record Date: 04/10/2019	Meeting Type: Annual	Ticker: AAXN	
Primary CUSIP: 05464C101	Primary ISIN: US05464C1018	Primary SEDOL: BDT5S35	Proxy Level: 3
Total Ballots: 1	Shares Voted: 3,103	Votable Shares: 3,103	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 3,103

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael Garnreiter	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Hadi Partovi	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the \$100 million performance-based option grant made to CEO Smith is sizable compared to his historical pay levels and pay at peers, the company received shareholder approval for both the grant size and structure at last year's annual meeting. Further, the award is intended to serve as Smith's compensation (besides a nominal base salary) through the 10-year term and the company did not grant any further pay to Smith during 2018. Nevertheless, investors should continue to monitor the vesting of this award.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Axon Enterprise, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>							
5	Eliminate Supermajority Vote Requirement	SH	Yes	None	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that a reduction in vote requirements would enhance shareholder rights and improve the company's governance structure.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/20/2019	Auto-Approved	05/20/2019	3,103	3,103
Total Shares:							3,103	3,103

LyondellBasell Industries N.V.

Meeting Date: 05/31/2019	Country: Netherlands	Primary Security ID: N53745100	Meeting ID: 1315544
Record Date: 05/03/2019	Meeting Type: Annual	Ticker: LYB	
Primary CUSIP: N53745100	Primary ISIN: NL0009434992	Primary SEDOL: B3SPXZ3	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 345	Votable Shares: 345	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 345

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacques Aigrain	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Lincoln Benet	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Jagjeet "Jeet" Bindra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Robin Buchanan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Stephen Cooper	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

LyondellBasell Industries N.V.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Nance Dicciani	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Claire Farley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Isabella "Bella" Goren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Michael Hanley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Albert Manifold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Bhavesh "Bob" Patel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Rudy van der Meer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Approve Discharge of Executive Director and Prior Management Board	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted because of the absence of any information about significant and compelling controversies indicating that the executive director or prior management board and/or the non-executive directors or prior supervisory board are not fulfilling their fiduciary duties.</i>						
3	Approve Discharge of Non-Executive Directors and Prior Supervisory Board	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted because of the absence of any information about significant and compelling controversies indicating that the executive director or prior management board and/or the non-executive directors or prior supervisory board are not fulfilling their fiduciary duties.</i>						
4	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted.</i>						
5	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

LyondellBasell Industries N.V.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
8	Approve Dividends of USD 4.00 Per Share	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the dividend proposal is warranted as the proposal appears adequate without being excessive.</i>							
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because:- This proposal is in line with commonly used safeguards regarding volume and pricing;- The authorization would allow the company to repurchase up to 10 percent of issued share capital; and- The authorization would allow the company to repurchase shares for up to 110 percent of the share price prior to the repurchase.</i>							
10	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on an analysis of the plan amendments, a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/15/2019	Auto-Approved	05/15/2019	345	345
Total Shares:							345	345

UnitedHealth Group Incorporated

Meeting Date: 06/03/2019	Country: USA	Primary Security ID: 91324P102	Meeting ID: 1327220
Record Date: 04/09/2019	Meeting Type: Annual	Ticker: UNH	
Primary CUSIP: 91324P102	Primary ISIN: US91324P1021	Primary SEDOL: 2917766	Proxy Level: 3
Total Ballots: 2	Shares Voted: 251	Votable Shares: 251	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 251

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	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Richard T. Burke	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Stephen J. Hemsley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director Michele J. Hooper	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1f	Elect Director F. William McNabb, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Valerie C. Montgomery Rice	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director John H. Noseworthy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Glenn M. Renwick	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director David S. Wichmann	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director Gail R. Wilensky	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Amend Proxy Access Right	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted as it would enhance the company's existing right for shareholders while maintaining safeguards on the nomination process.</i>						

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/10/2019	Auto-Approved	05/10/2019	163	163
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/10/2019	Auto-Approved	05/10/2019	88	88
Total Shares:							251	251

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

BioMarin Pharmaceutical Inc.

Meeting Date: 06/04/2019	Country: USA	Primary Security ID: 09061G101	Meeting ID: 1328368
Record Date: 04/08/2019	Meeting Type: Annual	Ticker: BMRN	
Primary CUSIP: 09061G101	Primary ISIN: US09061G1013	Primary SEDOL: 2437071	Proxy Level: 3
	Shares Voted: 3,850	Votable Shares: 3,850	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,850

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jean-Jacques Bienaime	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director Willard Dere	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Michael Grey	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director Elaine J. Heron	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Robert J. Hombach	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director V. Bryan Lawlis	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.7	Elect Director Alan J. Lewis	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.8	Elect Director Richard A. Meier	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director David E.I. Pyott	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.10	Elect Director Dennis J. Slamon	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
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BioMarin Pharmaceutical 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
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although pay remained elevated for the year in review, the committee made improvements to the pay program, which will be enacted in 2019. Disclosure was enhanced regarding the drug development goals to provide more transparency as to the specific achievements. The long-term program continued to be largely time-based in FY18 with performance based on an overlapping STI annual revenue goal; however, the 2019 program will include a three-year relative TSR measure and PSUs will comprise 50 percent of the total award. As such, these actions sufficiently mitigate pay and performance alignment concerns.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/23/2019	Auto-Approved	05/23/2019	3,850	3,850
Total Shares:							3,850	3,850

Etsy, Inc.

Meeting Date: 06/04/2019	Country: USA	Primary Security ID: 29786A106	Meeting ID: 1326746
Record Date: 04/12/2019	Meeting Type: Annual	Ticker: ETSY	
Primary CUSIP: 29786A106	Primary ISIN: US29786A1060	Primary SEDOL: BWTN5N1	Proxy Level: 3
	Shares Voted: 1,950	Votable Shares: 1,950	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,950

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jonathan D. Klein	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Jonathan Klein and Margaret (Peggy) Smyth given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Margaret M. Smyth	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Jonathan Klein and Margaret (Peggy) Smyth given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
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Etsy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A cautionary vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time. The compensation committee demonstrated only mixed responsiveness to shareholder concerns following last year's low say-on-pay vote result.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	05/22/2019	Auto-Approved	05/22/2019	1,950	1,950
Total Shares:								1,950	1,950

General Motors Company

Meeting Date: 06/04/2019	Country: USA	Primary Security ID: 37045V100	Meeting ID: 1326692
Record Date: 04/08/2019	Meeting Type: Annual	Ticker: GM	
Primary CUSIP: 37045V100	Primary ISIN: US37045V1008	Primary SEDOL: B665KZ5	Proxy Level: 3
Shares Voted: 2,104		Votable Shares: 2,104	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,104

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Wesley G. Bush	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Linda R. Gooden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Joseph Jimenez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jane L. Mendillo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

General Motors Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Judith A. Miscik	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Thomas M. Schoewe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Theodore M. Solso	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Carol M. Stephenson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Devin N. Wenig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While vesting equity awards delivered substantial value during the year in review, particularly given that another tranche of the special Driving Stockholder Value grant was earned, total granted CEO pay declined as Barra received a smaller annual and equity incentive in 2018. Annual incentives were primarily based on pre-set financial criteria, with the target representing the largest component of the payout formula set above last year's performance. Long-term incentives were also predominantly performance-based, with forward-looking targets disclosed, the majority of which target above-median performance.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board</i>							
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related expenditures, trade association memberships, and management-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/22/2019	Auto-Approved	05/22/2019	2,104	2,104
Total Shares:							2,104	2,104

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Nabors Industries Ltd.

Meeting Date: 06/04/2019	Country: Bermuda	Primary Security ID: G6359F103	Meeting ID: 1329588
Record Date: 04/05/2019	Meeting Type: Annual	Ticker: NBR	
Primary CUSIP: G6359F103	Primary ISIN: BMG6359F1032	Primary SEDOL: 2963372	Proxy Level: N/A
	Shares Voted: 3,583	Votable Shares: 3,583	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,583

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tanya S. Beder	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director Anthony R. Chase	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director James R. Crane	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members James Crane, John Kotts, and Michael Linn, due to insufficient responsiveness to last year's failed say-on-pay vote. Less than 30% of the board is diverse.</i>						
1.4	Elect Director John P. Kotts	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members James Crane, John Kotts, and Michael Linn, due to insufficient responsiveness to last year's failed say-on-pay vote. Less than 30% of the board is diverse.</i>						
1.5	Elect Director Michael C. Linn	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members James Crane, John Kotts, and Michael Linn, due to insufficient responsiveness to last year's failed say-on-pay vote. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.6	Elect Director Anthony G. Petrello	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director John Yearwood	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the company made certain changes to pay programs in response to last year's failed say-on-pay vote, the committee failed to remove a problematic modified single trigger severance provision from the CEO's employment agreement when it was amended. Modified single trigger arrangements allow for NEOs to resign and receive severance upon a change in control, which is considered to be a problematic pay practice. While the committee also made positive amendments to the CEO's agreement, including adding a cap to TSR-based performance shares to limit payouts when TSR is negative and lowering the CEO's 2019 base salary, these positive changes do not outweigh the failure to remove the problematic provision and certain other negative changes to pay programs.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Nabors Industries 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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/23/2019	Auto-Approved	05/23/2019	3,583	3,583
Total Shares:							3,583	3,583

Newmont Mining Corporation

Meeting Date: 06/04/2019	Country: USA	Primary Security ID: 651639106	Meeting ID: 1324829
Record Date: 04/10/2019	Meeting Type: Annual	Ticker: NEM	
Primary CUSIP: 651639106	Primary ISIN: US6516391066	Primary SEDOL: 2636607	Proxy Level: 3
	Shares Voted: 3,260	Votable Shares: 3,260	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 3,260

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory H. Boyce	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Bruce R. Brook	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director J. Kofi Bucknor	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Joseph A. Carrabba	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Noreen Doyle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Gary J. Goldberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Veronica M. Hagen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Sheri E. Hickok	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Rene Medori	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Newmont Mining Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Jane Nelson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Julio M. Quintana	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director Molly P. Zhang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/21/2019	Auto-Approved	05/21/2019	3,115	3,115
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/21/2019	Auto-Approved	05/21/2019	145	145
Total Shares:							3,260	3,260

The TJX Companies, Inc.

Meeting Date: 06/04/2019	Country: USA	Primary Security ID: 872540109	Meeting ID: 1330243
Record Date: 04/08/2019	Meeting Type: Annual	Ticker: TJX	
Primary CUSIP: 872540109	Primary ISIN: US8725401090	Primary SEDOL: 2989301	Proxy Level: 3
	Shares Voted: 739	Votable Shares: 739	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 739	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Zein Abdalla	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Alan M. Bennett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The TJX Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Rosemary T. Berkery	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director David T. Ching	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Ernie Herrman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Michael F. Hines	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Amy B. Lane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Carol Meyrowitz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Jackwyn L. Nemerov	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director John F. O'Brien	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Willow B. Shire	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that pay and performance are reasonably aligned at this time.</i>						
4	Report on Gender, Race, or Ethnicity Pay Equity	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted, as adoption of this proposal should serve to further strengthen the company's existing diversity initiatives. Additionally, given that other companies have shown support for eliminating inequality on pay and achieving pay parity, it should not be prohibitively costly or unduly burdensome for the company to take on similar actions.</i>						
5	Report on Prison Labor in Supply Chain	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional reporting on the company's policies addressing the prevention of prison labor would help shareholders assess the level of human rights risks that may be facing the company and its management thereof.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The TJX Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
6	Report on Human Rights Risks in Operations and Supply Chain	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations and supply chain would allow shareholders to better gauge how well TJX is managing human rights 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, 6728029082		6728029082	Confirmed	Auto-Instructed	05/23/2019	Auto-Approved	05/23/2019	739	739
Total Shares:								739	739

Anaplan, Inc.

Meeting Date: 06/05/2019	Country: USA	Primary Security ID: 03272L108	Meeting ID: 1327676
Record Date: 04/08/2019	Meeting Type: Annual	Ticker: PLAN	
Primary CUSIP: 03272L108	Primary ISIN: US03272L1089	Primary SEDOL: BD9PLW5	Proxy Level: 1
Shares Voted: 3,674		Votable Shares: 3,674	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 3,674	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director Frank Calderoni	Mgmt	Yes	For	Withhold	Withhold	Withhold		
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominee Frank Calderoni given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirements to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.2	Elect Director Robert E. Beauchamp	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: 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
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	05/21/2019	Auto-Approved	05/21/2019	3,674	3,674
Total Shares:								3,674	3,674

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Comcast Corporation

Meeting Date: 06/05/2019	Country: USA	Primary Security ID: 20030N101	Meeting ID: 1331008
Record Date: 04/05/2019	Meeting Type: Annual	Ticker: CMCSA	
Primary CUSIP: 20030N101	Primary ISIN: US20030N1019	Primary SEDOL: 2044545	Proxy Level: 3
	Shares Voted: 7,175	Votable Shares: 7,175	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 7,175

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Madeline S. Bell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Sheldon M. Bonovitz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Edward D. Breen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Gerald L. Hassell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Jeffrey A. Honickman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Maritza G. Montiel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Asuka Nakahara	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director David C. Novak	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Brian L. Roberts	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no concerns have been identified. This is an all-employee share scheme for Sky employees.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Comcast Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against	
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. There are significant concerns regarding the company's practice of providing millions in above-market interest payments to NEOs. Although this is not a new practice at the company, payments are escalating each year and are contributing to a pay-for-performance misalignment for the year in review. As these payments are large and non-performance-based, they are inconsistent with a pay-for-performance philosophy, and shareholders may question the need for substantial supplemental benefits for highly paid executives. Further, the company has a structure where there are two highly-paid NEOs, which can be costly to shareholders in terms of overall compensation expense.</i>								
5	Require Independent Board Chairman	SH	Yes	Against	For	For	For	
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>								
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For	
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.</i>								
Ballot Details								
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, 6728029082	6728029082	Confirmed	Auto-Instructed	05/23/2019	Auto-Approved	05/23/2019	7,175	7,175
Total Shares:							7,175	7,175

CoStar Group, Inc.

Meeting Date: 06/05/2019	Country: USA	Primary Security ID: 22160N109	Meeting ID: 1328736
Record Date: 04/10/2019	Meeting Type: Annual	Ticker: CSGP	
Primary CUSIP: 22160N109	Primary ISIN: US22160N1090	Primary SEDOL: 2262864	Proxy Level: 3
	Shares Voted: 1,698	Votable Shares: 1,698	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,698	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael R. Klein	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Andrew C. Florance	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Laura Cox Kaplan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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 Location(s): Unitarian Universalist Association
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CoStar Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Michael J. Glosserman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1e	Elect Director John W. Hill	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1f	Elect Director Christopher J. Nassetta	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1g	Elect Director David J. Steinberg	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/23/2019	Auto-Approved	05/23/2019	1,698	1,698
Total Shares:							1,698	1,698

Devon Energy Corporation

Meeting Date: 06/05/2019	Country: USA	Primary Security ID: 25179M103	Meeting ID: 1328753
Record Date: 04/08/2019	Meeting Type: Annual	Ticker: DVN	
Primary CUSIP: 25179M103	Primary ISIN: US25179M1036	Primary SEDOL: 2480677	Proxy Level: 3
	Shares Voted: 1,205	Votable Shares: 1,205	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 1,205

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara M. Baumann	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Devon Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director John E. Bethancourt	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.3	Elect Director Ann G. Fox	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.4	Elect Director David A. Hager	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.5	Elect Director Robert H. Henry	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.6	Elect Director Michael M. Kanovsky	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.7	Elect Director John Krenicki, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.8	Elect Director Robert A. Mosbacher, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.9	Elect Director Duane C. Radtke	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.10	Elect Director Keith O. Rattie	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.11	Elect Director Mary P. Ricciardello	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay declined mostly due to the below-target STI payout, consistent with financial performance. Additionally, performance equity granted in 2016 vested below target in 2018, in line with sustained TSR underperformance, further demonstrating the alignment between pay and performance. Nonetheless, continued monitoring of the pay program is warranted as performance awards are not capped for negative absolute TSR performance. Given the company's negative returns over multiple timeframes, this is particularly relevant to the current predicament.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/23/2019	Auto-Approved	05/23/2019	1,120	1,120

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Devon Energy Corporation

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/23/2019	Auto-Approved	05/23/2019	85	85
Total Shares:							1,205	1,205

FibroGen, Inc.

Meeting Date: 06/05/2019	Country: USA	Primary Security ID: 31572Q808	Meeting ID: 1328353
Record Date: 04/09/2019	Meeting Type: Annual	Ticker: FGEN	
Primary CUSIP: 31572Q808	Primary ISIN: US31572Q8087	Primary SEDOL: BSDRYR8	Proxy Level: 3
	Shares Voted: 1,200	Votable Shares: 1,200	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,200	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey L. Edwards	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1b	Elect Director Rory B. Riggs	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1c	Elect Director Roberto Pedro Rosenkranz	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/10/2019	Auto-Approved	05/10/2019	1,200	1,200
Total Shares:							1,200	1,200

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Hess Corporation

Meeting Date: 06/05/2019	Country: USA	Primary Security ID: 42809H107	Meeting ID: 1330318
Record Date: 04/15/2019	Meeting Type: Annual	Ticker: HES	
Primary CUSIP: 42809H107	Primary ISIN: US42809H1077	Primary SEDOL: 2023748	Proxy Level: 3
	Shares Voted: 3,020	Votable Shares: 3,020	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 3,020

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rodney F. Chase	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director Terrence J. Checki	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director Leonard S. Coleman, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director John B. Hess	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Edith E. Holiday	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.7	Elect Director Marc S. Lipschultz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director David McManus	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Kevin O. Meyers	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.10	Elect Director James H. Quigley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director William G. Schrader	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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Hess Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay declined moderately as a result of the committee's decision to decrease the long-term incentive target opportunity. Short-term and long-term incentives are sufficiently performance-contingent, with the most recent completed LTI cycle triggering vesting below-target. Relative TSR-based performance shares are also capped in the event of negative absolute TSR. Nonetheless, some concerns are noted regarding the committee's STI goal-setting. In each of the last three years the production target (comprising one-fifth of the total payout) has been set lower than the prior year's achievement, without adjustments made to payout opportunities and in 2018, this resulted in a maximum earn-out for this portion. As earned total STI payouts have also increased for three consecutive years, shareholders should continue to monitor the program.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/24/2019	Auto-Approved	05/24/2019	2,905	2,905
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/24/2019	Auto-Approved	05/24/2019	115	115
Total Shares:							3,020	3,020

Moelis & Company

Meeting Date: 06/05/2019	Country: USA	Primary Security ID: 60786M105	Meeting ID: 1329179
Record Date: 04/11/2019	Meeting Type: Annual	Ticker: MC	
Primary CUSIP: 60786M105	Primary ISIN: US60786M1053	Primary SEDOL: BLG38Q1	Proxy Level: 3
	Shares Voted: 3,050	Votable Shares: 3,050	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 3,050	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth Moelis	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Kenneth (Ken) Moelis, Eric Cantor, Navid Mahmoodzadegan, Elizabeth Crain, and Jeffrey Raich due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Navid Mahmoodzadegan	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Kenneth (Ken) Moelis, Eric Cantor, Navid Mahmoodzadegan, Elizabeth Crain, and Jeffrey Raich due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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 Location(s): Unitarian Universalist Association
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Moelis & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Jeffrey Raich	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Kenneth (Ken) Moelis, Eric Cantor, Navid Mahmoodzadegan, Elizabeth Crain, and Jeffrey Raich due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Eric Cantor	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Kenneth (Ken) Moelis, Eric Cantor, Navid Mahmoodzadegan, Elizabeth Crain, and Jeffrey Raich due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Elizabeth Crain	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Kenneth (Ken) Moelis, Eric Cantor, Navid Mahmoodzadegan, Elizabeth Crain, and Jeffrey Raich due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director John A. Allison, IV	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. 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 30 percent diversity.</i>							
1.7	Elect Director Yolonda Richardson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Kenneth L. Shropshire	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. 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 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Other Business	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/21/2019	Auto-Approved	05/21/2019	3,050	3,050
Total Shares:							3,050	3,050

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Moelis & Company

Penumbra, Inc.

Meeting Date: 06/05/2019	Country: USA	Primary Security ID: 70975L107	Meeting ID: 1331415
Record Date: 04/16/2019	Meeting Type: Annual	Ticker: PEN	
Primary CUSIP: 70975L107	Primary ISIN: US70975L1070	Primary SEDOL: BZ0V201	Proxy Level: 3
	Shares Voted: 938	Votable Shares: 938	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 938

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Don Kassing	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Don Kassing and Thomas Wilder III given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Thomas Wilder	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Don Kassing and Thomas Wilder III given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Janet Leeds	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern was identified, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/21/2019	Auto-Approved	05/21/2019	938	938
Total Shares:							938	938

Visteon Corporation

Meeting Date: 06/05/2019	Country: USA	Primary Security ID: 92839U206	Meeting ID: 1331443
Record Date: 04/12/2019	Meeting Type: Annual	Ticker: VC	
Primary CUSIP: 92839U206	Primary ISIN: US92839U2069	Primary SEDOL: B4N0JJ6	Proxy Level: 3

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

Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Visteon Corporation

Shares Voted: 235 **Votable Shares:** 235 ***Shares on Loan:** 0 **Shares Instructed:** 235
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 J. Barrese	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Naomi M. Bergman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Jeffrey D. Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Sachin S. Lawande	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Joanne M. Maguire	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Robert J. Manzo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Francis M. Scricco	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director David L. Treadwell	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Harry J. Wilson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Rouzbeh Yassini-Fard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance is reasonably aligned and no significant concerns were identified at this time.</i>							

Ballot Details

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

Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Visteon Corporation

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/15/2019	Auto-Approved	05/15/2019	235	235
Total Shares:							235	235

Walmart Inc.

Meeting Date: 06/05/2019	Country: USA	Primary Security ID: 931142103	Meeting ID: 1328411
Record Date: 04/12/2019	Meeting Type: Annual	Ticker: WMT	
Primary CUSIP: 931142103	Primary ISIN: US9311421039	Primary SEDOL: 2936921	Proxy Level: 3
	Shares Voted: 2,244	Votable Shares: 2,244	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 2,244	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Stephen "Steve" J. Easterbrook	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Timothy "Tim" P. Flynn	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Sarah J. Friar	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Carla A. Harris	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Thomas "Tom" W. Horton	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Marissa A. Mayer	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director C. Douglas "Doug" McMillon	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Gregory "Greg" B. Penner	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Steven "Steve" S Reinemund	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director S. Robson "Rob" Walton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Steuart L. Walton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as while goal rigor concerns are noted, pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Report on Sexual Harassment	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on the company's sexual harassment policies could help shareholders better assess the company's management of related risks.</i>							
5	Provide for Cumulative Voting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that Walmart is a controlled company and cumulative voting could enable unaffiliated shareholders to elect representatives to the board, thus enhancing shareholders' rights and promoting management accountability.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/23/2019	Auto-Approved	05/23/2019	2,174	2,174
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/23/2019	Auto-Approved	05/23/2019	70	70
Total Shares:							2,244	2,244

Williams-Sonoma, Inc.

Meeting Date: 06/05/2019	Country: USA	Primary Security ID: 969904101	Meeting ID: 1327221
Record Date: 04/08/2019	Meeting Type: Annual	Ticker: WSM	
Primary CUSIP: 969904101	Primary ISIN: US9699041011	Primary SEDOL: 2967589	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Williams-Sonoma, Inc.

Total Ballots: 1		Shares Voted: 101		Votable Shares: 101		*Shares on Loan: 0		Shares Instructed: 101	
Voting Policy: UUA									
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director Laura Alber	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.2	Elect Director Adrian Bellamy	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.3	Elect Director Scott Dahnke	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.4	Elect Director Robert Lord	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.5	Elect Director Anne Mulcahy	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.6	Elect Director Grace Puma	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.7	Elect Director Christiana Smith Shi	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.8	Elect Director Sabrina Simmons	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.9	Elect Director Frits van Paasschen	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST the proposal is warranted. The CEO received a one-time equity grant, valued at \$10 million, in light of factors which included the forfeiture of two prior performance awards that did not meet performance thresholds.									
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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/24/2019	Auto-Approved	05/24/2019	101	101
Total Shares:							101	101

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Williams-Sonoma, Inc.

Ingersoll-Rand Public Limited Company

Meeting Date: 06/06/2019	Country: Ireland	Primary Security ID: G47791101	Meeting ID: 1328050
Record Date: 04/08/2019	Meeting Type: Annual	Ticker: IR	
Primary CUSIP: G47791101	Primary ISIN: IE00B6330302	Primary SEDOL: B633030	Proxy Level: N/A
	Shares Voted: 970	Votable Shares: 970	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 970

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1b	Elect Director Ann C. Berzin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1c	Elect Director John Bruton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1d	Elect Director Jared L. Cohon	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1e	Elect Director Gary D. Forsee	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1f	Elect Director Linda P. Hudson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1g	Elect Director Michael W. Lamach	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1h	Elect Director Myles P. Lee	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1i	Elect Director Karen B. Peetz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1j	Elect Director John P. Surma	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1k	Elect Director Richard J. Swift	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ingersoll-Rand Public Limited Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Tony L. White	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay declined amid strong company performance, and annual incentives are predominantly tied to rigorous performance metrics. Given these factors, CEO pay is reasonably aligned with performance for the year under review.</i>							
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 17.11 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Authorize Issue of Equity	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
5	Renew Directors' Authority to Issue Shares for Cash	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
6	Authorize Reissuance of Repurchased Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no concerns have been identified.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/15/2019	Auto-Approved	05/15/2019	970	970
Total Shares:							970	970

Ligand Pharmaceuticals Incorporated

Meeting Date: 06/06/2019	Country: USA	Primary Security ID: 53220K504	Meeting ID: 1328739
Record Date: 04/10/2019	Meeting Type: Annual	Ticker: LGND	
Primary CUSIP: 53220K504	Primary ISIN: US53220K5048	Primary SEDOL: 2501578	Proxy Level: 3
	Shares Voted: 411	Votable Shares: 411	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 411	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jason M. Aryeh	Mgmt	Yes	For	For	For	For

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ligand Pharmaceuticals Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Todd C. Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Nancy Ryan Gray	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director John L. Higgins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director John W. Kozarich	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director John L. LaMattina	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Sunil Patel	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Stephen L. Sabba	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ligand Pharmaceuticals 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/20/2019	Auto-Approved	05/20/2019	411	411
Total Shares:							411	411

Monster Beverage Corporation

Meeting Date: 06/06/2019	Country: USA	Primary Security ID: 61174X109	Meeting ID: 1327640
Record Date: 04/12/2019	Meeting Type: Annual	Ticker: MNST	
Primary CUSIP: 61174X109	Primary ISIN: US61174X1090	Primary SEDOL: BZ07BW4	Proxy Level: 3
	Shares Voted: 12,000	Votable Shares: 12,000	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 12,000

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rodney C. Sacks	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.2	Elect Director Hilton H. Schlosberg	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.3	Elect Director Mark J. Hall	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.4	Elect Director Kathleen E. Ciaramello	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.5	Elect Director Gary P. Fayard	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.6	Elect Director Jeanne P. Jackson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.7	Elect Director Steven G. Pizula	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.8	Elect Director Benjamin M. Polk	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Monster Beverage Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Sydney Selati	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.10	Elect Director Mark S. Vidergauz	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The entirety of the long-term incentives, which make up the bulk of CEO total pay, lacks performance vesting conditions, which is not in line with prevailing practices among S&P 500 companies. In addition, the company continues to have two highly paid executives, each of whom is compensated above the median CEO in the company's own peer group. Further, proxy disclosure is limited in regard to payout determinations, and bonuses are entirely discretionary.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/21/2019	Auto-Approved	05/21/2019	12,000	12,000
Total Shares:							12,000	12,000

Netflix, Inc.

Meeting Date: 06/06/2019	Country: USA	Primary Security ID: 64110L106	Meeting ID: 1328105
Record Date: 04/08/2019	Meeting Type: Annual	Ticker: NFLX	
Primary CUSIP: 64110L106	Primary ISIN: US64110L1061	Primary SEDOL: 2857817	Proxy Level: 3
Shares Voted: 4,025		Votable Shares: 4,025	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 4,025

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy M. Haley	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: - WITHHOLD votes are warranted for director nominees Timothy M. Haley, Leslie Kilgore, Ann Mather, and Susan Rice for the board's failure to take action on three shareholder proposals that received support from holders of a majority of votes cast at last year's annual meeting, continuing a pattern of inadequate responsiveness to shareholders over multiple years. - WITHHOLD votes are further warranted for Timothy Haley in his capacity as a member of the compensation committee, given the company's problematic pay practices and the panel's inadequate responsiveness to low support for last year's say-on-pay proposal. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Leslie Kilgore	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: - WITHHOLD votes are warranted for director nominees Timothy M. Haley, Leslie Kilgore, Ann Mather, and Susan Rice for the board's failure to take action on three shareholder proposals that received support from holders of a majority of votes cast at last year's annual meeting, continuing a pattern of inadequate responsiveness to shareholders over multiple years. 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 30 percent diversity.</i></p>							
1c	Elect Director Ann Mather	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: - WITHHOLD votes are warranted for director nominees Timothy M. Haley, Leslie Kilgore, Ann Mather, and Susan Rice for the board's failure to take action on three shareholder proposals that received support from holders of a majority of votes cast at last year's annual meeting, continuing a pattern of inadequate responsiveness to shareholders over multiple years. - WITHHOLD votes are further warranted from Ann Mather for serving as a director on more than five public company boards. 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 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 30 percent diversity.</i></p>							
1d	Elect Director Susan Rice	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: - WITHHOLD votes are warranted for director nominees Timothy M. Haley, Leslie Kilgore, Ann Mather, and Susan Rice for the board's failure to take action on three shareholder proposals that received support from holders of a majority of votes cast at last year's annual meeting, continuing a pattern of inadequate responsiveness to shareholders over multiple years. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Significant concerns are identified regarding the structure of the pay program and the lack of at-risk compensation. The CEO and other NEOs' pay consists of base salaries and large grants of fully-vested option awards. The company eliminated the performance bonus program for 2018 and this has resulted in excessively large base salaries for several NEOs. While the board sets NEO total pay levels, the NEOs themselves select the form in which their pay is delivered (allocated at their choosing between base salary and vested options). The lack of any time- or performance-vesting criteria eliminates the at-risk nature of pay and diminishes its incentive value. Moreover, the company maintains problematic change-in-control severance arrangements to which a newly-appointed NEO became a participant. Also troubling is the board's lack of responsiveness to low support for say on pay last year. There is no disclosure on shareholder engagement efforts, feedback received, or changes made to address concerns. Therefore, shareholders are also advised to "withhold" votes from incumbent compensation committee members.</i></p>							
4	Report on Political Contributions	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote this FOR resolution is warranted, as additional disclosure of the company's political contributions, including trade association memberships and payments, and the company's oversight mechanisms regarding those contributions would allow shareholders to better assess related risks.</i></p>							
5	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholders' rights.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/24/2019	Auto-Approved	05/24/2019	4,025	4,025

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Netflix, Inc.

Total Shares: 4,025 4,025

salesforce.com, inc.

Meeting Date: 06/06/2019	Country: USA	Primary Security ID: 79466L302	Meeting ID: 1330338
Record Date: 04/10/2019	Meeting Type: Annual	Ticker: CRM	
Primary CUSIP: 79466L302	Primary ISIN: US79466L3024	Primary SEDOL: 2310525	Proxy Level: 3
Total Ballots: 2	Shares Voted: 8,860	Votable Shares: 8,860	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 8,860

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Keith Block	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Parker Harris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Craig Conway	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Alan Hassenfeld	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Neelie Kroes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Colin Powell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Sanford Robertson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director John V. Roos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Bernard Tyson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

salesforce.com, inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Robin Washington	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1l	Elect Director Maynard Webb	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Susan Wojcicki	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2a	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation and Bylaws	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i>						
2b	Eliminate Supermajority Vote Requirement to Remove Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The CEO's pay increased substantially, driven by increased equity awards (following no equity awards made to him in the year prior), while the company's TSR and financial results were both positive. The annual incentive was based on pre-set financial objective goals and equity awards are approximately half performance-based with a rigorous TSR design. However, the company reinstated the sizable personal security perquisite for the CEO and also provided a substantial tax gross-up on perquisites for the new co-CEO. This is the second time in the past three years that sizable perquisite-related tax gross-ups have been provided to an NEO. This issue warrants continued close monitoring.</i>						
6	Disclose Board Diversity and Qualifications Matrix	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following reasons:- The company provides information regarding the experience and qualifications of director nominees; and- The practice is not an appropriate topic of inquiry in the nomination or selection process because political ideology should play no role in the execution of board responsibilities.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/23/2019	Auto-Approved	05/23/2019	110	110
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/23/2019	Auto-Approved	05/23/2019	8,750	8,750

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

salesforce.com, inc.

Total Shares: **8,860** **8,860**

Sarepta Therapeutics, Inc.

Meeting Date: 06/06/2019 **Country:** USA **Primary Security ID:** 803607100 **Meeting ID:** 1331426
Record Date: 04/11/2019 **Meeting Type:** Annual **Ticker:** SRPT

Primary CUSIP: 803607100 **Primary ISIN:** US8036071004 **Primary SEDOL:** B8DPDT7 **Proxy Level:** 3

Shares Voted: 2,252 **Votable Shares:** 2,252 ***Shares on Loan:** 0 **Shares Instructed:** 2,252

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 J. Barry	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.2	Elect Director M. Kathleen Behrens	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.3	Elect Director Claude Nicaise	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The 2018 say-on-pay proposal received significant opposition, and the company has responded adequately by (i) engaging with a majority of shareholders to solicit feedback; (ii) disclosing the feedback in its proxy materials; and (iii) implementing positive changes to its compensation program, which the company believes addressed such feedback. In addition, CEO pay and the company's performance are reasonably aligned at this time.</i>							
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/24/2019	Auto-Approved	05/24/2019	2,252	2,252
Total Shares:							2,252	2,252

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Shutterstock, Inc.

Meeting Date: 06/06/2019	Country: USA	Primary Security ID: 825690100	Meeting ID: 1330341
Record Date: 04/18/2019	Meeting Type: Annual	Ticker: SSTK	
Primary CUSIP: 825690100	Primary ISIN: US8256901005	Primary SEDOL: B7ZR219	Proxy Level: 3
	Shares Voted: 2,837	Votable Shares: 2,837	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,837

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Jonathan Oringer	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/21/2019	Auto-Approved	05/21/2019	2,837	2,837
Total Shares:							2,837	2,837

Yelp, Inc.

Meeting Date: 06/06/2019	Country: USA	Primary Security ID: 985817105	Meeting ID: 1327345
Record Date: 04/15/2019	Meeting Type: Annual	Ticker: YELP	
Primary CUSIP: 985817105	Primary ISIN: US9858171054	Primary SEDOL: B7KCD72	Proxy Level: 3
	Shares Voted: 2,982	Votable Shares: 2,982	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,982

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred D. Anderson, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Sharon Rothstein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Yelp, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Brian Sharples	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. As the CEO typically receives a nominal annual base salary and no STI, fluctuations in his total pay over the years reflect the shifting size of his equity grants. These grants are primarily based on committee discretion and remain entirely non-performance-conditioned in FY18. Performance-based grants, while introduced for FY19, will represent only 25 percent of the total target value.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/22/2019	Auto-Approved	05/22/2019	2,982	2,982
Total Shares:							2,982	2,982

Garmin Ltd.

Meeting Date: 06/07/2019	Country: Switzerland	Primary Security ID: H2906T109	Meeting ID: 1327648
Record Date: 04/12/2019	Meeting Type: Annual	Ticker: GRMN	
Primary CUSIP: H2906T109	Primary ISIN: CH0114405324	Primary SEDOL: B3Z5T14	Proxy Level: N/A
	Shares Voted: 182	Votable Shares: 182	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 182	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the approval of the annual financial statements and statutory reports is warranted.</i>							
2	Approve Allocation of Income and Dividends	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Votes FOR these items are warranted based on the payout ratio, which exceeds 30 percent.</i>							
3	Approve Dividends	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Votes FOR these items are warranted based on the payout ratio, which exceeds 30 percent.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the discharge of the board of directors and senior management is warranted.</i>							
5.1	Elect Director Min H. Kao	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
5.2	Elect Director Jonathan C. Burrell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
5.3	Elect Director Joseph J. Hartnett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
5.4	Elect Director Charles W. Pepper	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
5.5	Elect Director Clifton A. Pemble	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
5.6	Elect Director Catherine A. Lewis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
6	Elect Min H. Kao as Board Chairman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of Min Kao as chairman of the board is warranted.</i>							
7.1	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of Joseph Hartnett, Charles Pepper, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Pepper, and Burrell are each an independent outside director and there are no governance concerns with the Compensation Committee at this time.</i>							
7.2	Appoint Charles W. Pepper as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of Joseph Hartnett, Charles Pepper, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Pepper, and Burrell are each an independent outside director and there are no governance concerns with the Compensation Committee at this time.</i>							
7.3	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of Joseph Hartnett, Charles Pepper, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Pepper, and Burrell are each an independent outside director and there are no governance concerns with the Compensation Committee at this time.</i>							
7.4	Appoint Catherine A. Lewis as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of Joseph Hartnett, Charles Pepper, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Pepper, and Burrell are each an independent outside director and there are no governance concerns with the Compensation Committee at this time.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the appointment of Wuersch & Gering LLP as independent proxy is warranted.</i>							
9	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance appear reasonably aligned at this time.</i>							
11	Approve Fiscal Year 2020 Maximum Aggregate Compensation for the Executive Management	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The vote recommendation for this proposal is aligned with the US say-on-pay (Item 10). As a result, a vote FOR this proposal is warranted.</i>							
12	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2019 AGM and the 2020 AGM	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted.</i>							
13	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
14	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on an analysis of the plan amendments, a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/22/2019	Auto-Approved	05/22/2019	182	182
Total Shares:							182	182

Keurig Dr Pepper Inc.

Meeting Date: 06/07/2019	Country: USA	Primary Security ID: 49271V100	Meeting ID: 1330323
Record Date: 04/10/2019	Meeting Type: Annual	Ticker: KDP	
Primary CUSIP: 49271V100	Primary ISIN: US49271V1008	Primary SEDOL: BD3W133	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Keurig Dr Pepper Inc.

Shares Voted: 619 **Votable Shares:** 619 ***Shares on Loan:** 0 **Shares Instructed:** 619
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert J. Gamgort	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. There is no racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1b	Elect Director Olivier Goudet	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. There is no racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1c	Elect Director Peter Harf	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee. There is no racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1d	Elect Director Genevieve Hovde	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. There is no racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1e	Elect Director Anna-Lena Kamenetzky	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. There is no racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1f	Elect Director Paul S. Michaels	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. There is no racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1g	Elect Director Pamela H. Patsley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. There is no racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1h	Elect Director Gerhard Pleuhs	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. There is no racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1i	Elect Director Fabien Simon	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. There is no racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1j	Elect Director Robert Singer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. There is no racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1k	Elect Director Dirk Van de Put	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee. There is no racial diversity on the board. Less than 30 percent of the board is diverse.</i>						
1l	Elect Director Larry D. Young	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. There is no racial diversity on the board. Less than 30 percent of the board is diverse.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Keurig Dr Pepper 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
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, support FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblum Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/25/2019	Auto-Approved	05/25/2019	619	619
Total Shares:							619	619

nLIGHT, Inc.

Meeting Date: 06/07/2019	Country: USA	Primary Security ID: 65487K100	Meeting ID: 1329183
Record Date: 04/09/2019	Meeting Type: Annual	Ticker: LASR	
Primary CUSIP: 65487K100	Primary ISIN: US65487K1007	Primary SEDOL: BFZP4R9	Proxy Level: 1
Shares Voted: 6,400		Votable Shares: 6,400	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 6,400	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott Keeney	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Scott Keeney given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one woman director. Less than 30% of the board is diverse.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/16/2019	Auto-Approved	05/16/2019	6,400	6,400
Total Shares:							6,400	6,400

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

nLIGHT, Inc.

Best Buy Co., Inc.

Meeting Date: 06/11/2019	Country: USA	Primary Security ID: 086516101	Meeting ID: 1333889
Record Date: 04/15/2019	Meeting Type: Annual	Ticker: BBY	
Primary CUSIP: 086516101	Primary ISIN: US0865161014	Primary SEDOL: 2094670	Proxy Level: 3
	Shares Voted: 552	Votable Shares: 552	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 552

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Corie S. Barry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Lisa M. Caputo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director J. Patrick Doyle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Russell P. Fradin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Kathy J. Higgins Victor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Hubert Joly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director David W. Kenny	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Cindy R. Kent	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Karen A. McLoughlin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Thomas L. "Tommy" Millner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Claudia F. Munce	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Best Buy Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1l	Elect Director Richelle P. Parham	Mgmt	Yes	For	For	Against	Against	
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1m	Elect Director Eugene A. Woods	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
2	Ratify Deloitte & Touche LLP as Auditor	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.								
Ballot Details								
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, 6728029082	6728029082	Confirmed	Auto-Instructed	05/17/2019	Auto-Approved	05/17/2019	552	552
Total Shares:							552	552

EVO Payments, Inc.

Meeting Date: 06/11/2019	Country: USA	Primary Security ID: 26927E104	Meeting ID: 1332727
Record Date: 04/16/2019	Meeting Type: Annual	Ticker: EVOP	
Primary CUSIP: 26927E104	Primary ISIN: US26927E1047	Primary SEDOL: BG5NSM3	Proxy Level: 1
Total Ballots: 1	Shares Voted: 5,787	Votable Shares: 5,787	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 5,787

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John S. Garabedian	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for John Garabedian given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. The board is not majority independent. The board does not include at least one woman director. Less than 30 percent of the board is diverse.</i>							
1.2	Elect Director David W. Leeds	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. The board does not include at least one woman director. Less than 30 percent of the board is diverse.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

EVO Payments, 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/24/2019	Auto-Approved	05/24/2019	5,787	5,787
Total Shares:							5,787	5,787

Reata Pharmaceuticals, Inc.

Meeting Date: 06/12/2019	Country: USA	Primary Security ID: 75615P103	Meeting ID: 1333306
Record Date: 04/18/2019	Meeting Type: Annual	Ticker: RETA	
Primary CUSIP: 75615P103	Primary ISIN: US75615P1030	Primary SEDOL: BYY9FX8	Proxy Level: 3
	Shares Voted: 865	Votable Shares: 865	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 865	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Warren Huff	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees James Warren Huff and Jack Nielsen given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one woman director. The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Jack B. Nielsen	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees James Warren Huff and Jack Nielsen given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one woman director. The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The equity program is estimated to be excessively dilutive (overriding factor);- Plan cost is excessive;- Estimated duration of available and proposed shares exceeds six years;- Disclosure of CIC vesting treatment is incomplete; and- The plan permits liberal recycling of shares.</i>							
3	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/28/2019	Auto-Approved	05/28/2019	865	865
Total Shares:							865	865

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Reata Pharmaceuticals, Inc.

ServiceNow, Inc.

Meeting Date: 06/12/2019	Country: USA	Primary Security ID: 81762P102	Meeting ID: 1330397
Record Date: 04/15/2019	Meeting Type: Annual	Ticker: NOW	
Primary CUSIP: 81762P102	Primary ISIN: US81762P1021	Primary SEDOL: B80NXX8	Proxy Level: 3
Shares Voted: 7,025		Votable Shares: 7,025	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 7,025

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Teresa Briggs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Paul E. Chamberlain	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Tamar O. Yehoshua	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A cautionary vote FOR this proposal is warranted. The compensation committee has shown sufficient responsiveness to low support for last year's say-on-pay proposal. For the year in review, annual incentives were based entirely on objective measures and equity grants were entirely performance-based, mitigating current pay-for-performance concerns. Shareholders should continue to monitor pay outcomes, however, as contemplated program changes for FY19 will reintroduce a duplicate metric to incentive programs and the subjective assessment of individual performance will constitute half of annual incentive payouts.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	06/04/2019	Auto-Approved	06/04/2019	7,025	7,025
Total Shares:							7,025	7,025

Target Corporation

Meeting Date: 06/12/2019	Country: USA	Primary Security ID: 87612E106	Meeting ID: 1332634
Record Date: 04/15/2019	Meeting Type: Annual	Ticker: TGT	
Primary CUSIP: 87612E106	Primary ISIN: US87612E1064	Primary SEDOL: 2259101	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Target Corporation

Total Ballots: 1		Shares Voted: 846	Votable Shares: 846		*Shares on Loan: 0	Shares Instructed: 846	
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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director George S. Barrett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Brian C. Cornell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director 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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Henrique De Castro	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Robert L. Edwards	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Donald R. Knauss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Monica C. Lozano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	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 gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Kenneth L. Salazar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Target Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
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	Amend Proxy Access Right	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendments would enhance the company's existing right for shareholders.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/14/2019	Auto-Approved	05/14/2019	846	846
Total Shares:							846	846

Wingstop Inc.

Meeting Date: 06/12/2019	Country: USA	Primary Security ID: 974155103	Meeting ID: 1329593
Record Date: 04/15/2019	Meeting Type: Annual	Ticker: WING	
Primary CUSIP: 974155103	Primary ISIN: US9741551033	Primary SEDOL: BYYXHN4	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,293	Votable Shares: 2,293	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,293

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Krishnan (Kandy) Anand	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director David L. Goebel	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees David Goebel and Michael Hislop given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Michael J. Hislop	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees David Goebel and Michael Hislop given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Wingstop Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While aggregate pay increased for the second consecutive year, higher payouts under both short- and long-term programs were primarily dependent on attained performance levels. The CEO received a special retention award subject only to disclosed performance vesting requirements, thereby mitigating some concerns regarding pay magnitude. Nonetheless, issues with the company-selected peer group have persisted given that the majority of the peers selected are much larger in terms of revenues. Setting pay based on significantly larger peers can contribute to higher pay levels without requiring a commensurate increase in performance. Consequently, continued monitoring of the pay program is warranted.</i>							
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/31/2019	Auto-Approved	05/31/2019	2,293	2,293
Total Shares:							2,293	2,293

ASGN Incorporated

Meeting Date: 06/13/2019	Country: USA	Primary Security ID: 00191U102	Meeting ID: 1330301
Record Date: 04/15/2019	Meeting Type: Annual	Ticker: ASGN	
Primary CUSIP: 00191U102	Primary ISIN: US00191U1025	Primary SEDOL: BFY8W20	Proxy Level: 3
Shares Voted: 2,307	Votable Shares: 2,307	*Shares on Loan: 0	Shares Instructed: 2,307
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 J. Callaghan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
1.2	Elect Director Theodore S. Hanson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							
1.3	Elect Director Edwin A. Sheridan, IV	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is gender and racial diversity on the board. Less than 30 percent of the board is diverse.</i>							

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ASGN Incorporated

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
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. The company granted the CEO a \$5 million one-time bonus, half in equity and half in cash, that lacks performance conditions. Further, concerns are raised regarding goal rigor in incentive programs. The STI program paid out at maximum, similar to prior years, raising concerns about target-setting. The LTI program, while entirely performance-based, utilizes a one-year performance period with identical metrics to the STI.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	06/01/2019	Auto-Approved	06/01/2019	2,307	2,307
Total Shares:							2,307	2,307

Dave & Buster's Entertainment, Inc.

Meeting Date: 06/13/2019	Country: USA	Primary Security ID: 238337109	Meeting ID: 1333888
Record Date: 04/24/2019	Meeting Type: Annual	Ticker: PLAY	
Primary CUSIP: 238337109	Primary ISIN: US2383371091	Primary SEDOL: B8SW166	Proxy Level: 3
	Shares Voted: 3,150	Votable Shares: 3,150	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,150

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Victor L. Crawford	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Hamish A. Dodds	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Michael J. Griffith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Jonathan S. Halkyard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Dave & Buster's Entertainment, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.5	Elect Director Brian A. Jenkins	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.6	Elect Director Stephen M. King	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.7	Elect Director Patricia H. Mueller	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.8	Elect Director Kevin M. Sheehan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.9	Elect Director Jennifer Storms	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Ratify KPMG LLP as Auditor	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
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	05/21/2019	Auto-Approved	05/21/2019	3,150	3,150
Total Shares:								3,150	3,150

Splunk Inc.

Meeting Date: 06/13/2019	Country: USA	Primary Security ID: 848637104	Meeting ID: 1333452
Record Date: 04/18/2019	Meeting Type: Annual	Ticker: SPLK	
Primary CUSIP: 848637104	Primary ISIN: US8486371045	Primary SEDOL: B424494	Proxy Level: 3
	Shares Voted: 3,250	Votable Shares: 3,250	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 3,250	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark Carges	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Splunk Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Elisa Steele	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Sri Viswanath	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. The long-term program was largely based on one-year performance with a duplicate metric in the STI program. However, the STI was based entirely on a pre-set financial goal with a rigorous performance target. Additionally, the LTI program is majority performance-conditioned. Investors should ensure that elevated levels of pay are substantiated by strong performance moving forward.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	06/03/2019	Auto-Approved	06/03/2019	3,250	3,250
Total Shares:							3,250	3,250

T-Mobile US, Inc.

Meeting Date: 06/13/2019	Country: USA	Primary Security ID: 872590104	Meeting ID: 1331435
Record Date: 04/18/2019	Meeting Type: Annual	Ticker: TMUS	
Primary CUSIP: 872590104	Primary ISIN: US8725901040	Primary SEDOL: B94Q9V0	Proxy Level: 2
Total Ballots: 1	Shares Voted: 268	Votable Shares: 268	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 268

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Srikant M. Datar	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Srin Gopalan	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent.</i>							

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T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Lawrence H. Guffey	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Compensation Committee members Raphael Kubler, Lawrence Guffey, and Kelvin Westbrook given the committee's approval of special equity awards in FY17 and a mega-grant of \$44 million in FY18, which has led to concerns over CEO pay magnitude. The board is not majority independent.</i>						
1.4	Elect Director Timotheus Hottges	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.5	Elect Director Christian P. Illek	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are further warranted for Christian Illek, Raphael Kubler, and Thorsten Langheim for serving as non-independent members of certain key board committees. The board is not majority independent. The nominee is non-independent and sits on a key committee.</i>						
1.6	Elect Director Bruno Jacobfeuerborn	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.7	Elect Director Raphael Kubler	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are further warranted for Christian Illek, Raphael Kubler, and Thorsten Langheim for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for incumbent Compensation Committee members Raphael Kubler, Lawrence Guffey, and Kelvin Westbrook given the committee's approval of special equity awards in FY17 and a mega-grant of \$44 million in FY18, which has led to concerns over CEO pay magnitude. The board is not majority independent. The nominee is non-independent and sits on a key committee.</i>						
1.8	Elect Director Thorsten Langheim	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are further warranted for Christian Illek, Raphael Kubler, and Thorsten Langheim for serving as non-independent members of certain key board committees. The board is not majority independent. The nominee is non-independent and sits on a key committee.</i>						
1.9	Elect Director John J. Legere	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.10	Elect Director G. Michael "Mike" Sievert	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.11	Elect Director Teresa A. Taylor	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.12	Elect Director Kelvin R. Westbrook	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Compensation Committee members Raphael Kubler, Lawrence Guffey, and Kelvin Westbrook given the committee's approval of special equity awards in FY17 and a mega-grant of \$44 million in FY18, which has led to concerns over CEO pay magnitude. The board is not majority independent. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Limit Accelerated Vesting of Equity Awards Upon a Change in Control	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because a policy requiring pro-rata vesting of equity upon a change in control would 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
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	06/03/2019	Auto-Approved	06/03/2019	268	268
Total Shares:								268	268

Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/14/2019	Country: USA	Primary Security ID: 75886F107	Meeting ID: 1331424
Record Date: 04/17/2019	Meeting Type: Annual	Ticker: REGN	
Primary CUSIP: 75886F107	Primary ISIN: US75886F1075	Primary SEDOL: 2730190	Proxy Level: 1
Shares Voted: 1,160	Votable Shares: 1,160	*Shares on Loan: 0	Shares Instructed: 1,160
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 Bonnie L. Bassler	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: AGAINST votes are warranted for incumbent director nominees Leonard Schleifer, George Yancopoulos, Bonnie Bassler, and Michael Brown, in light of a problematic pay-for-performance misalignment and in the absence of a say-on-pay proposal or incumbent compensation committee members on this year's ballot. The CEO and chief scientific officer received very large grants of time-vesting options, and annual incentive awards are determined based on the compensation committee's subjective assessment of company performance. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Michael S. Brown	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: AGAINST votes are warranted for incumbent director nominees Leonard Schleifer, George Yancopoulos, Bonnie Bassler, and Michael Brown, in light of a problematic pay-for-performance misalignment and in the absence of a say-on-pay proposal or incumbent compensation committee members on this year's ballot. The CEO and chief scientific officer received very large grants of time-vesting options, and annual incentive awards are determined based on the compensation committee's subjective assessment of company performance. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Leonard S. Schleifer	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: AGAINST votes are warranted for incumbent director nominees Leonard Schleifer, George Yancopoulos, Bonnie Bassler, and Michael Brown, in light of a problematic pay-for-performance misalignment and in the absence of a say-on-pay proposal or incumbent compensation committee members on this year's ballot. The CEO and chief scientific officer received very large grants of time-vesting options, and annual incentive awards are determined based on the compensation committee's subjective assessment of company performance. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Regeneron Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director George D. Yancopoulos	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: AGAINST votes are warranted for incumbent director nominees Leonard Schleifer, George Yancopoulos, Bonnie Bassler, and Michael Brown, in light of a problematic pay-for-performance misalignment and in the absence of a say-on-pay proposal or incumbent compensation committee members on this year's ballot. The CEO and chief scientific officer received very large grants of time-vesting options, and annual incentive awards are determined based on the compensation committee's subjective assessment of company performance. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/28/2019	Auto-Approved	05/28/2019	1,160	1,160
Total Shares:							1,160	1,160

NXP Semiconductors NV

Meeting Date: 06/17/2019	Country: Netherlands	Primary Security ID: N6596X109	Meeting ID: 1334446
Record Date: 05/20/2019	Meeting Type: Annual	Ticker: NXPI	
Primary CUSIP: N6596X109	Primary ISIN: NL0009538784	Primary SEDOL: B505PN7	Proxy Level: N/A
	Shares Voted: 584	Votable Shares: 584	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 584	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt	No				
	Open Meeting	Mgmt	No				
<i>Voting Policy Rationale: No vote is required for this item.</i>							
2a	Discuss Implementation of Remuneration Policy	Mgmt	No				
<i>Voting Policy Rationale: No vote is required for this item; this is the annual discussion of the remuneration report as legally required by Dutch law.</i>							
2b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No				
<i>Voting Policy Rationale: This is a non-voting item.</i>							

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NXP Semiconductors NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2c	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>						
2d	Approve Discharge of Board Members	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>						
3a	Reelect Richard L. Clemmer as Executive Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the elections is warranted because: The nominees are elected for a period not exceeding four years; The candidates appear to possess the necessary qualifications for board membership; and There is no known controversy concerning the candidates.</i>						
3b	Reelect Peter Bonfield as Non-Executive Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the elections is warranted because: The nominees are elected for a period not exceeding four years; The candidates appear to possess the necessary qualifications for board membership; and There is no known controversy concerning the candidates.</i>						
3c	Reelect Kenneth A. Goldman as Non-Executive Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the elections is warranted because: The nominees are elected for a period not exceeding four years; The candidates appear to possess the necessary qualifications for board membership; and There is no known controversy concerning the candidates.</i>						
3d	Reelect Josef Kaeser as Non-Executive Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the elections is warranted because: The nominees are elected for a period not exceeding four years; The candidates appear to possess the necessary qualifications for board membership; and There is no known controversy concerning the candidates.</i>						
3e	Elect Lena Olving as Non-Executive Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the elections is warranted because: The nominees are elected for a period not exceeding four years; The candidates appear to possess the necessary qualifications for board membership; and There is no known controversy concerning the candidates.</i>						
3f	Reelect Peter Smitham as Non-Executive Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the elections is warranted because: The nominees are elected for a period not exceeding four years; The candidates appear to possess the necessary qualifications for board membership; and There is no known controversy concerning the candidates.</i>						
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the elections is warranted because: The nominees are elected for a period not exceeding four years; The candidates appear to possess the necessary qualifications for board membership; and There is no known controversy concerning the candidates.</i>						

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NXP Semiconductors NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3h	Elect Jasmin Staiblin as Non-Executive Director	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the elections is warranted because: The nominees are elected for a period not exceeding four years; The candidates appear to possess the necessary qualifications for board membership; and There is no known controversy concerning the candidates.							
3i	Reelect Gregory Summe as Non-Executive Director	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the elections is warranted because: The nominees are elected for a period not exceeding four years; The candidates appear to possess the necessary qualifications for board membership; and There is no known controversy concerning the candidates.							
3j	Elect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the elections is warranted because: The nominees are elected for a period not exceeding four years; The candidates appear to possess the necessary qualifications for board membership; and There is no known controversy concerning the candidates.							
4a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted because it is in line with commonly used safeguards regarding volume and duration.							
4b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted because it is in line with commonly used safeguards regarding volume and duration.							
5	Approve NXP 2019 Omnibus Incentive Plan	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because:- Non-executive directors participate in the plan;- Total potential dilution exceeds 10 percent; and- Performance conditions have not been disclosed.							
6	Authorize Repurchase of Shares	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because:- This proposal exceeds commonly used safeguards regarding volume and pricing;- The authorization would allow NXP to hold up to 50 percent of the issued share capital; and- The company holds more than 10 percent of the issued capital in treasury.							
7	Approve Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR is warranted because:- A cancellation of treasury shares is generally considered to be in the interests of shareholders;- The proposed cancellation authorization is not exclusively applicable to share repurchased under Item 6 of this meeting;- No further concern were identified with regard to the authorization to cancel shares.							
8	Ratify KPMG Accountants N.V. as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/30/2019	Auto-Approved	05/30/2019	584	584
Total Shares:							584	584

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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

NXP Semiconductors NV

Heron Therapeutics, Inc.

Meeting Date: 06/18/2019	Country: USA	Primary Security ID: 427746102	Meeting ID: 1331393
Record Date: 04/22/2019	Meeting Type: Annual	Ticker: HRTX	
Primary CUSIP: 427746102	Primary ISIN: US4277461020	Primary SEDOL: BJ0XLZ3	Proxy Level: 3
	Shares Voted: 2,300	Votable Shares: 2,300	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,300	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin Tang	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one woman director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.2	Elect Director Barry Quart	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one woman director. Less than 30% of the board is diverse.</i>						
1.3	Elect Director Craig Johnson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one woman director. Less than 30% of the board is diverse.</i>						
1.4	Elect Director John Poyhonen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one woman director. Less than 30% of the board is diverse.</i>						
1.5	Elect Director Christian Waage	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one woman director. Less than 30% of the board is diverse.</i>						
2	Ratify OUM & Co. LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The equity program is estimated to be excessively dilutive (overriding factor);- Plan cost is excessive;- Three-year average burn rate is excessive;- Disclosure of CIC vesting treatment is incomplete;- The plan permits liberal recycling of shares; and- The plan allows broad discretion to accelerate vesting.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Heron Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	05/28/2019	Auto-Approved	05/28/2019	2,300	2,300
Total Shares:								2,300	2,300

LivaNova Plc

Meeting Date: 06/18/2019	Country: United Kingdom	Primary Security ID: G5509L101	Meeting ID: 1333499
Record Date: 04/25/2019	Meeting Type: Annual	Ticker: LIVN	
Primary CUSIP: G5509L101	Primary ISIN: GB00BYMT0J19	Primary SEDOL: BYMT0J1	Proxy Level: N/A
Shares Voted: 1,400		Votable Shares: 1,400	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,400

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Francesco Bianchi	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.2	Elect Director Stacy Enxing Seng	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.3	Elect Director William A. Kozy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.4	Elect Director Damien McDonald	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.5	Elect Director Daniel J. Moore	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.6	Elect Director Hugh M. Morrison	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

LivaNova Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Alfred J. Novak	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.8	Elect Director Sharon O'Kane	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.9	Elect Director Arthur L. Rosenthal	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.10	Elect Director Andrea L. Saia	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As the company is reporting as a U.S. domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the U.S. say-on-pay analysis. Accordingly, a vote FOR is warranted.</i>						
5	Approve Remuneration Policy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The remuneration policy is being submitted in accordance with U.K. regulation, where the company is incorporated. Although some features of the remuneration policy do not align with market practice for U.K.-listed companies, they are consistent with U.S. practice.</i>						
6	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this routine item is warranted, although with some concern to shareholders:- The auditors' report includes an emphasis of matter relating to the litigation liability recorded during the year. The main reasons for support are:- The auditors' opinion remains unmodified.- The Company received commitment letters from lenders post-FYE, which are considered to ease uncertainties on the Company's going concern ability.</i>						
7	Reappoint PricewaterhouseCoopers LLP as UK Statutory Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
8	Authorize Board to Fix Remuneration of Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns have been identified.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	06/03/2019	Auto-Approved	06/03/2019	1,400	1,400

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

LivaNova Plc

Total Shares: 1,400 1,400

MetLife, Inc.

Meeting Date: 06/18/2019 **Country:** USA **Primary Security ID:** 59156R108 **Meeting ID:** 1330395
Record Date: 04/22/2019 **Meeting Type:** Annual **Ticker:** MET

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

Shares Voted: 2,072 **Votable Shares:** 2,072 ***Shares on Loan:** 0 **Shares Instructed:** 2,072

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 Cheryl W. Grise	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Carlos M. Gutierrez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Gerald L. Hassell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director David L. Herzog	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director R. Glenn Hubbard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Edward J. Kelly, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director William E. Kennard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Michel A. Khalaf	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director James M. Kilts	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Catherine R. Kinney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

MetLife, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Diana L. McKenzie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Denise M. Morrison	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The CEO's total pay magnitude is ultimately determined by committee discretion although guided by performance assessments, whereas investors increasingly prefer objective determinations that can be readily assessed when evaluating pay-for-performance linkage. While discretionary programs are common among large financial institutions, many companies have taken steps to reduce discretionary elements in recent years in response to shareholder feedback. Total pay magnitude being determined at the committee's discretion is normally cause for concern; however, the assessments have not resulted in a quantitative pay-for-performance misalignment for the year in review. Further, the company has utilized consistent metrics and performance targets appear reasonably rigorous. Disclosure of forward-looking goals for equity incentives would be beneficial, however. On balance, a vote FOR this proposal is warranted. Shareholders are advised to closely monitor the company's incentive pay structure, particularly should CEO pay and company performance not align going forward..</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/22/2019	Auto-Approved	05/22/2019	2,072	2,072
Total Shares:							2,072	2,072

Twilio Inc.

Meeting Date: 06/18/2019	Country: USA	Primary Security ID: 90138F102	Meeting ID: 1331437
Record Date: 04/22/2019	Meeting Type: Annual	Ticker: TWLO	
Primary CUSIP: 90138F102	Primary ISIN: US90138F1021	Primary SEDOL: BD6P5Q0	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,400	Votable Shares: 2,400	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,400

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elena Donio	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominee Elena Donio given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority director.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
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 Institution Account(s): All Institution Accounts

Twilio Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.2	Elect Director Donna L. Dubinsky	Mgmt	Yes	For	For	Withhold	Withhold	
Voting Policy Rationale: The board does not include at least one minority director.								
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: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	06/05/2019	Auto-Approved	06/05/2019	2,400	2,400
Total Shares:							2,400	2,400

Workday, Inc.

Meeting Date: 06/18/2019	Country: USA	Primary Security ID: 98138H101	Meeting ID: 1331445
Record Date: 04/22/2019	Meeting Type: Annual	Ticker: WDAY	
Primary CUSIP: 98138H101	Primary ISIN: US98138H1014	Primary SEDOL: B8K6ZD1	Proxy Level: 3
Shares Voted: 2,275		Votable Shares: 2,275	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,275	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carl M. Eschenbach	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Michael M. McNamara	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Jerry Yang	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Workday, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although concerns are noted regarding the discretionary nature of NEO compensation, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Shareholders are advised to monitor the company's incentive pay structure, particularly should NEO pay and performance misalign 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
Sands Capital Mgmt, 6728029078		6728029078	Confirmed	Auto-Instructed	06/05/2019	Auto-Approved	06/05/2019	2,275	2,275
Total Shares:							2,275	2,275	

Zuora, Inc.

Meeting Date: 06/18/2019	Country: USA	Primary Security ID: 98983V106	Meeting ID: 1335875
Record Date: 04/24/2019	Meeting Type: Annual	Ticker: ZUO	
Primary CUSIP: 98983V106	Primary ISIN: US98983V1061	Primary SEDOL: BFXZB14	Proxy Level: 1
Shares Voted: 8,150	Votable Shares: 8,150	*Shares on Loan: 0	Shares Instructed: 8,150
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.1	Elect Director Timothy Haley	Mgmt	Yes	For	Withhold	Withhold	Withhold	
Voting Policy Rationale: WITHHOLD votes are warranted for Timothy Haley and Magdalena Yesil given the problematic capital structure and the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.								
1.2	Elect Director Magdalena Yesil	Mgmt	Yes	For	Withhold	Withhold	Withhold	
Voting Policy Rationale: WITHHOLD votes are warranted for Timothy Haley and Magdalena Yesil given the problematic capital structure and the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.Less than 30% 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	06/04/2019	Auto-Approved	06/04/2019	8,150	8,150
Total Shares:							8,150	8,150

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Reporting Period: 07/01/2018 to 06/30/2019
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 Institution Account(s): All Institution Accounts

Zuora, Inc.

Alphabet Inc.

Meeting Date: 06/19/2019	Country: USA	Primary Security ID: 02079K305	Meeting ID: 1333693
Record Date: 04/22/2019	Meeting Type: Annual	Ticker: GOOGL	
Primary CUSIP: 02079K305	Primary ISIN: US02079K3059	Primary SEDOL: BYVY8G0	Proxy Level: 3
	Shares Voted: 940	Votable Shares: 940	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 940

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Larry Page	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Sergey Brin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director John L. Hennessy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director L. John Doerr	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members L. John Doerr and K. Ram Shriram due to poor stewardship of the executive pay program, as evidenced by continued use of outsized time-vested equity grants and a lack of performance-conditioned compensation. The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Roger W. Ferguson, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Ann Mather	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is retired from active employment and sits on boards at more than 5 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Alan R. Mulally	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Sundar Pichai	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director K. Ram Shriram	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members L. John Doerr and K. Ram Shriram due to poor stewardship of the executive pay program, as evidenced by continued use of outsized time-vested equity grants and a lack of performance-conditioned compensation. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Robin L. Washington	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan provides for the transferability of stock options without shareholder approval (negative override);- Plan cost is excessive;- Three-year average burn rate is excessive;- Disclosure of CIC vesting treatment is incomplete;- The plan permits liberal recycling of shares; and- The plan allows broad discretion to accelerate vesting.</i>						
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it signals to the board a preference for a capital structure that aligns economic ownership with voting power.</i>						
5	Adopt a Policy Prohibiting Inequitable Employment Practices	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as revising the company's human capital management policies could reduce related reputational and financial risks to the company and help shareholders better gauge the company's management thereof.</i>						
6	Establish Societal Risk Oversight Committee	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the existing board structure does not appear to provide adequate oversight on potential risks that the company's existing and emerging technologies present to the company's stakeholders, which, in turn, creates risks for the company in terms of employee retention, regulatory backlash, and reputational damage with users and advertisers.</i>						
7	Report on Sexual Harassment Policies	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on the company's sexual harassment policies could help shareholders better assess the company's management of related risks.</i>						
8	Require a Majority Vote for the Election of Directors	SH	Yes	Against	For	For	For
	<i>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.</i>						
9	Report on Gender Pay Gap	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information that allows them to better measure the progress of the company's diversity and inclusion initiatives.</i>						
10	Employ Advisors to Explore Alternatives to Maximize Value	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: The company maintains a leading market position and has created substantial shareholder value over the long-term. In addition, it is not clear that selling any company subsidiaries would create shareholder value. Accordingly, a vote AGAINST this proposal is warranted.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Approve Nomination of Employee Representative Director	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company's existing board framework seems to be adequate to allow for robust oversight of issues related to its employees and the necessary steps to begin sufficiently addressing employees' concerns have been taken							
12	Adopt Simple Majority Vote	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted, given that co-founders Larry Page and Sergey Brin own a majority of the total voting power							
13	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because Alphabet's compensation program lacks performance-based pay elements, and the adoption of this proposal may promote a more strongly performance-based pay program for executives.							
14	Report on Human Rights Risk Assessment	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.							
15	Adopt Compensation Clawback Policy	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed clawback policy would expand the company's current recoupment tools, allowing for potential recoupment in circumstances other than a financial restatement. Accordingly, the adoption of such a policy would also benefit shareholders.							
16	Report on Policies and Risks Related to Content Governance	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, because a report reviewing the efficacy of the company's content policies and risks related to content governance could help provide shareholders with valuable information on how well the company is managing content-related controversies.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	06/07/2019	Auto-Approved	06/07/2019	935	935
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	06/07/2019	Auto-Approved	06/07/2019	5	5
Total Shares:							940	940

Biogen Inc.

Meeting Date: 06/19/2019	Country: USA	Primary Security ID: 09062X103	Meeting ID: 1333585
Record Date: 04/22/2019	Meeting Type: Annual	Ticker: BIIB	
Primary CUSIP: 09062X103	Primary ISIN: US09062X1037	Primary SEDOL: 2455965	Proxy Level: 3

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

Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Biogen Inc.

Total Ballots: 1		Shares Voted: 127	Votable Shares: 127			*Shares on Loan: 0	Shares Instructed: 127
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John R. Chiminski *Withdrawn Resolution*	Mgmt	No				
Voting Policy Rationale: This item has been withdrawn.							
1b	Elect Director Alexander J. Denner	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1c	Elect Director Caroline D. Dorsa	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1d	Elect Director William A. Hawkins	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1e	Elect Director Nancy L. Leaming	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1f	Elect Director Jesus B. Mantas	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1g	Elect Director Richard C. Mulligan	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1h	Elect Director Robert W. Pangia	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1i	Elect Director Stelios Papadopoulos	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1j	Elect Director Brian S. Posner	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.							
1k	Elect Director Eric K. Rowinsky	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.							
1l	Elect Director Lynn Schenk	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1m	Elect Director Stephen A. Sherwin	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Biogen Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1n	Elect Director Michel Vounatsos	Mgmt	Yes	For	For	Against	Against	
Voting Policy Rationale: Less than 30% of the board is diverse.								
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: 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.								
Ballot Details								
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, 6728029082	6728029082	Confirmed	Auto-Instructed	05/26/2019	Auto-Approved	05/26/2019	127	127
Total Shares:							127	127

Eldorado Resorts, Inc.

Meeting Date: 06/19/2019	Country: USA	Primary Security ID: 28470R102	Meeting ID: 1331379
Record Date: 04/22/2019	Meeting Type: Proxy Contest	Ticker: ERI	
Primary CUSIP: 28470R102	Primary ISIN: US28470R1023	Primary SEDOL: BQXTNW8	Proxy Level: 6
Shares Voted: 3,902	Votable Shares: 3,902	*Shares on Loan: 0	Shares Instructed: 3,902
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Proxy (White Proxy Card)	Mgmt	No				
1.1	Elect Director Gary L. Carano	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
1.2	Elect Director Bonnie Biumi	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
1.3	Elect Director Frank J. Fahrenkopf	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Eldorado Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director James B. Hawkins	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.5	Elect Director Gregory J. Kozicz	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.6	Elect Director Michael E. Pegram	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.7	Elect Director Thomas R. Reeg	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.8	Elect Director David P. Tomick	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.9	Elect Director Roger P. Wagner	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
5	Opt Out of Nevada Acquisition of Controlling Interest Statute	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
6	Opt Out of Nevada Combinations with Interest Stockholders Statute	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
7	Adopt Simple Majority Vote	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Eldorado Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Submit Shareholder Rights Plan (Poison Pill) to Shareholder Vote	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
9	Require a Majority Vote for the Election of Directors	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
	Dissident Proxy (Blue Proxy Card)	Mgmt	No				
1A	Management Nominee Gary L. Carano	SH	Yes	None	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1B	Management Nominee Bonnie Biumi	SH	Yes	None	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1C	Management Nominee Frank J. Fahrenkopf	SH	Yes	None	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1D	Management Nominee James B. Hawkins	SH	Yes	None	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1E	Management Nominee Gregory J. Kozicz	SH	Yes	None	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1F	Management Nominee Michael E. Pegram	SH	Yes	None	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1G	Management Nominee Thomas R. Reeg	SH	Yes	None	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1H	Management Nominee David P. Tomick	SH	Yes	None	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1I	Management Nominee Roger P. Wagner	SH	Yes	None	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	None	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	None	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Eldorado Resorts, 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	None	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns have been identified at this time.</i>							
5	Opt Out of Nevada Acquisition of Controlling Interest Statute	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enhance shareholder rights.</i>							
6	Opt Out of Nevada Combinations with Interest Stockholders Statute	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enhance shareholder rights.</i>							
7	Adopt Simple Majority Vote	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enhance shareholder rights.</i>							
8	Submit Shareholder Rights Plan (Poison Pill) to Shareholder Vote	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enhance shareholder rights.</i>							
9	Require a Majority Vote for the Election of Directors	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	06/10/2019	Auto-Approved	06/10/2019	3,902	3,902
Total Shares:							3,902	3,902

Match Group, Inc.

Meeting Date: 06/19/2019	Country: USA	Primary Security ID: 57665R106	Meeting ID: 1333639
Record Date: 04/22/2019	Meeting Type: Annual	Ticker: MTCH	
Primary CUSIP: 57665R106	Primary ISIN: US57665R1068	Primary SEDOL: BYT5JW8	Proxy Level: 3
	Shares Voted: 11,450	Votable Shares: 11,450	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 11,450

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

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Match Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Amanda Ginsberg, Joseph Levin, Glenn Schiffman, Mark Stein, Gregg Winiarski and Sam Yagan due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent directors. The board is not majority independent. The board does not include at least one minority director.</i>							
1.2	Elect Director Joseph Levin	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Amanda Ginsberg, Joseph Levin, Glenn Schiffman, Mark Stein, Gregg Winiarski and Sam Yagan due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent directors. The board is not majority independent. The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.3	Elect Director Ann L. McDaniel	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director.</i>							
1.4	Elect Director Thomas J. McInerney	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director.</i>							
1.5	Elect Director Glenn H. Schiffman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Amanda Ginsberg, Joseph Levin, Glenn Schiffman, Mark Stein, Gregg Winiarski and Sam Yagan due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent directors. The board is not majority independent. The board does not include at least one minority director.</i>							
1.6	Elect Director Pamela S. Seymon	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director.</i>							
1.7	Elect Director Alan G. Spoon	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director.</i>							
1.8	Elect Director Mark Stein	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Amanda Ginsberg, Joseph Levin, Glenn Schiffman, Mark Stein, Gregg Winiarski and Sam Yagan due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent directors. The board is not majority independent. The board does not include at least one minority director.</i>							
1.9	Elect Director Gregg Winiarski	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Amanda Ginsberg, Joseph Levin, Glenn Schiffman, Mark Stein, Gregg Winiarski and Sam Yagan due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent directors. The board is not majority independent. The board does not include at least one minority director.</i>							
1.10	Elect Director Sam Yagan	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Amanda Ginsberg, Joseph Levin, Glenn Schiffman, Mark Stein, Gregg Winiarski and Sam Yagan due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent directors. The board is not majority independent. The board does not include at least one minority director.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Match 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: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.								
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/31/2019	Auto-Approved	05/31/2019	11,450	11,450
Total Shares:							11,450	11,450

Activision Blizzard, Inc.

Meeting Date: 06/20/2019	Country: USA	Primary Security ID: 00507V109	Meeting ID: 1328367
Record Date: 04/22/2019	Meeting Type: Annual	Ticker: ATVI	
Primary CUSIP: 00507V109	Primary ISIN: US00507V1098	Primary SEDOL: 2575818	Proxy Level: 3
Total Ballots: 1	Shares Voted: 6,516	Votable Shares: 6,516	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 6,516

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Reveta Bowers	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Robert Corti	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.3	Elect Director Hendrik Hartong, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.4	Elect Director Brian Kelly	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.5	Elect Director Robert A. Kotick	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Activision Blizzard, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Barry Meyer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.7	Elect Director Robert Morgado	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.8	Elect Director Peter Nolan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.9	Elect Director Casey Wasserman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.10	Elect Director Elaine Wynn	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. However, concerns are noted regarding the CEO's annual and long-term incentive awards that warrant continued monitoring. The annual incentive has a large portion based on "strategic objectives" that lack disclosure of performance, though this portion of the annual bonus has paid out below the level of the financial metrics over the past few years. In addition, the majority of the CEO's 2018 equity awards lacked performance vesting criteria, though a prior performance award achieved no payout, which was aligned with company performance. Finally, the CEO's legacy employment agreement provides for multiple equity award opportunities that raise concerns of potential excessive payouts in the future.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	06/05/2019	Auto-Approved	06/05/2019	6,516	6,516
Total Shares:							6,516	6,516

Delta Air Lines, Inc.

Meeting Date: 06/20/2019	Country: USA	Primary Security ID: 247361702	Meeting ID: 1331473
Record Date: 04/30/2019	Meeting Type: Annual	Ticker: DAL	
Primary CUSIP: 247361702	Primary ISIN: US2473617023	Primary SEDOL: B1W9D46	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Delta Air Lines, Inc.

Shares Voted: 955 **Votable Shares:** 955 ***Shares on Loan:** 0 **Shares Instructed:** 955
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Francis S. Blake	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Daniel A. Carp	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Ashton B. Carter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director David G. DeWalt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director William H. Easter, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Christopher A. Hazleton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Michael P. Huerta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Jeanne P. Jackson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director George N. Mattson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Sergio A. L. Rial	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Kathy N. Waller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 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	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, 6728029082		6728029082	Confirmed	Auto-Instructed	06/04/2019	Auto-Approved	06/04/2019	955	955
Total Shares:							955	955	

PVH Corp.

Meeting Date: 06/20/2019	Country: USA	Primary Security ID: 693656100	Meeting ID: 1335293
Record Date: 04/23/2019	Meeting Type: Annual	Ticker: PVH	
Primary CUSIP: 693656100	Primary ISIN: US6936561009	Primary SEDOL: B3V9F12	Proxy Level: 3
	Shares Voted: 71	Votable Shares: 71	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 71	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary Baglivo	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Brent Callinicos	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Emanuel Chirico	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Juan R. Figueroa	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Joseph B. Fuller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director V. James Marino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

PVH Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director G. Penny McIntyre	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Amy McPherson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Henry Nasella	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Edward R. Rosenfeld	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Craig Rydin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Judith Amanda Sourry Knox	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Eliminate Supermajority Vote Requirement for Certain Transactions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the elimination of the supermajority vote requirement to approve certain transactions enhances shareholder rights.</i>							
4	Eliminate Supermajority Vote Requirement for By-Law Amendments	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement to amend the bylaws enhances shareholder rights.</i>							
5	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/28/2019	Auto-Approved	05/28/2019	71	71
Total Shares:							71	71

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CommScope Holding Company, Inc.

Meeting Date: 06/21/2019	Country: USA	Primary Security ID: 20337X109	Meeting ID: 1340054
Record Date: 05/15/2019	Meeting Type: Annual	Ticker: COMM	
Primary CUSIP: 20337X109	Primary ISIN: US20337X1090	Primary SEDOL: BFRBX34	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marvin "Eddie" S. Edwards, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Claudius "Bud" E. Watts, IV	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1c	Elect Director Timothy T. Yates	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While short-term incentives were earned below-target, concerns were identified with respect to the long-term plan structure and design. In recent years, the performance period for PSUs was measured annually. In FY18, the committee approved a lengthened LTI term from one to two years for operating income performance. Nonetheless, the operating income goal is set annually and is identical to the short-term plan target, resulting in duplicative payouts for the year in review. Furthermore, LTI is majority time-based equity which does not align NEOs compensation with the interests of shareholders given one-, three-, and five-year negative returns.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/10/2019	Auto-Approved	06/10/2019	100	100
Total Shares:							100	100

DuPont de Nemours, Inc.

Meeting Date: 06/25/2019	Country: USA	Primary Security ID: 26614N102	Meeting ID: 1333412
Record Date: 04/26/2019	Meeting Type: Annual	Ticker: DD	
Primary CUSIP: 26614N102	Primary ISIN: US26614N1028	Primary SEDOL: BK0VN47	Proxy Level: 3

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

DuPont de Nemours, Inc.

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward D. Breen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Ruby R. Chandy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Franklin K. Clyburn, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Terrence R. Curtin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Alexander M. Cutler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director C. Marc Doyle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Eleuthere I. du Pont	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Rajiv L. Gupta	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Luther C. Kissam	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Frederick M. Lowery	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Raymond J. Milchovich	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Steven M. Sterin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Shareholders should nonetheless continue monitoring the company's pay decisions and disclosures as it emerges from its long-planned transformation.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

DuPont de Nemours, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							
5	Report on Pay Disparity	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted for the following reasons:- Enhanced disclosures of pay disparities between executives and regular employees could allow for more informed and contextual assessments by shareholder of whether executive compensation practices are reasonable and fair; and- Excessive pay disparities between senior executives and rank-and-file employees could pose risks to long-term shareholder value, and impact employee morale as well as a company's standing in the communities in which it operates.</i>							
6	Report on Public Health Risks of Petrochemical Operations in Flood Prone Areas	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as shareholders would benefit from the requested report by providing them additional information on the public health risks associated with the company's petrochemical operations and enable them to better assess the company's management of related risks.</i>							
7	Report on Efforts to Reduce Plastic Pellet Pollution	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholder would benefit from an annual report on plastic pollution, including discussion of pellet loss prevention, cleanup, and containment.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	06/13/2019	Auto-Approved	06/13/2019	172	172
Total Shares:							172	172

Kura Oncology, Inc.

Meeting Date: 06/25/2019	Country: USA	Primary Security ID: 50127T109	Meeting ID: 1332743
Record Date: 04/26/2019	Meeting Type: Annual	Ticker: KURA	
Primary CUSIP: 50127T109	Primary ISIN: US50127T1097	Primary SEDOL: BYZD465	Proxy Level: 1
Shares Voted: 2,569	Votable Shares: 2,569	*Shares on Loan: 0	Shares Instructed: 2,569
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. Hoffman	Mgmt	Yes	For	Withhold	Withhold	Withhold

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Kura Oncology, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Robert Hoffman and Thomas Malley given the board's failure to remove, or submit to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Thomas Malley	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Robert Hoffman and Thomas Malley given the board's failure to remove, or submit to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	06/04/2019	Auto-Approved	06/04/2019	2,569	2,569
Total Shares:							2,569	2,569

Weatherford International plc

Meeting Date: 06/25/2019	Country: Ireland	Primary Security ID: G48833100	Meeting ID: 1333310
Record Date: 04/26/2019	Meeting Type: Annual	Ticker: WFTIF	
Primary CUSIP: G48833100	Primary ISIN: IE00BLNN3691	Primary SEDOL: BLNN369	Proxy Level: N/A
Shares Voted: 11,677		Votable Shares: 11,677	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 11,677	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mohamed A. Awad	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Roxanne J. Decyk	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director John D. Gass	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Emyr Jones Parry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Weatherford International plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Francis S. Kalman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director David S. King	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director William E. Macaulay	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Mark A. McCollum	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Angela A. Minas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Guillermo Ortiz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Approve KPMG LLP as Auditor and KPMG Chartered Accountants, Dublin as Statutory Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.39 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The annual bonus consisted entirely of pre-set objective metrics and target goals are rigorous. In addition, the LTI adopted a multi-year performance period and discloses forward-looking goals, with relative TSR payout capped at target if absolute TSR is negative. Nevertheless, investors should closely monitor pay programs, as the company has disclosed discretionary retention bonuses and certain changes to incentive programs for 2019.</i>						
4	Approve Reverse Stock Split	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the number of authorized ordinary shares would be proportionately reduced following the reverse split. In addition, the reverse split may enable the company to relist its ordinary shares on the NYSE.</i>						
5	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed increase in authorized ordinary shares is reasonable, and there are no substantial concerns with respect to the company's past use of shares.</i>						
6	Authorise Issue of Equity	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Weatherford International plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
8	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
9	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	06/12/2019	Auto-Approved	06/12/2019	11,677	11,677
Total Shares:								11,677	11,677

Altaba Inc.

Meeting Date: 06/27/2019	Country: USA	Primary Security ID: 021346101	Meeting ID: 1339056
Record Date: 05/16/2019	Meeting Type: Special	Ticker: AABA	
Primary CUSIP: 021346101	Primary ISIN: US0213461017	Primary SEDOL: BF6V3T1	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	Approve Plan of Liquidation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that liquidation appears to be the most reasonable alternative for shareholders at this time.									
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that support for the underlying plan of liquidation and dissolution 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, 6728029075		6728029075	Confirmed	Auto-Instructed	06/10/2019	Auto-Approved	06/10/2019	70	70
Total Shares:								70	70

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Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Kroger Co.

Meeting Date: 06/27/2019	Country: USA	Primary Security ID: 501044101	Meeting ID: 1337730
Record Date: 05/01/2019	Meeting Type: Annual	Ticker: KR	
Primary CUSIP: 501044101	Primary ISIN: US5010441013	Primary SEDOL: 2497406	Proxy Level: 3
	Shares Voted: 1,134	Votable Shares: 1,134	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,134

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora A. Aufreiter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Anne Gates	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Susan J. Kropf	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director W. Rodney McMullen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Jorge P. Montoya	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Clyde R. Moore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director James A. Runde	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Ronald L. Sargent	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Bobby S. Shackouls	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Mark S. Sutton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Ashok Vemuri	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: While concerns are noted in the analysis, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

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

Reporting Period: 07/01/2018 to 06/30/2019
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Kroger Co.

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
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Amend Bylaws	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as, if adopted, it would allow the board the flexibility to keep the bylaws updated while maintaining shareholders' right to amend the bylaws absent prior board approval.</i>							
5	Ratify PricewaterhouseCoopers LLC as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
6	Assess Environmental Impact of Non-Recyclable Packaging	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional information regarding the company's recyclable packaging commitments and management of related risks.</i>							
7	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/12/2019	Auto-Approved	06/12/2019	1,134	1,134
Total Shares:							1,134	1,134

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Reporting Period: 07/01/2018 to 06/30/2019
Location(s): Unitarian Universalist Association
Institution Account(s): All Institution Accounts

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 Client Service Team with any questions.*