

The Walt Disney Company

Custodian

6728029082

Meeting	Date: 07/27/2018	Country: USA	Country: USA				2 54687106	Meeting ID: 1245209
Record D	Pate: 05/29/2018	Meeting Type: Spe	Meeting Type: Special					
Primary C	USIP: 254687106	Primary ISIN: US2540	Primary ISIN: US2546871060				26	Proxy Level: 5
		Shares Voted: 90		Votable Sh	nares: 90		*Shares on Loan: 0	Shares Instructed: 90
Total Ballo	ots: 1	Voting Policy: UUA	Voting Policy: UUA					
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection	n with Acquisition	Mgmt	Yes	For	For	For	For
2	Adjourn Meeting		Mgmt	Yes	For	For	For	For

Instructor

Auto-Instructed

Ballot Status

Confirmed

Approver

Auto-Approved

07/17/2018

Date

Approved

07/17/2018

Total Shares:

Votable Shares

90

90

Legg Mason, Inc.

Rhumbline Custom S&P Index, 6728029082

Ballot Details

Institutional Account Detail

(IA Name, IA Number)

Country: USA Meeting Type: Annual		Primary Security ID Ticker: LM	: 524901105	Meeting ID: 1251257
Primary ISIN: US5249011058		Primary SEDOL: 251061	5	Proxy Level: 3
Shares Voted: 10 Voting Policy: UUA	Votable Shares	: 10	*Shares on Loan: 0	Shares Instructed: 10
	Meeting Type: Annual Primary ISIN: US5249011058 Shares Voted: 10	Meeting Type: Annual Primary ISIN: US5249011058 Shares Voted: 10 Votable Shares	Meeting Type: Annual Ticker: LM Primary ISIN: US5249011058 Primary SEDOL: 251061 Shares Voted: 10 Votable Shares: 10	Meeting Type: Annual Ticker: LM Primary ISIN: US5249011058 Primary SEDOL: 2510615 Shares Voted: 10 Votable Shares: 10 *Shares on Loan: 0

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
1.1	Elect Director Robert E. Angelica	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is both gender and racial										
1.2	Elect Director Carol Anthony "John" Davidson	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 30 percent diversity.										
1.3	Elect Director Michelle J. Goldberg	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is both gender and racial	diversity on th	e board.The	ere is at least 3	0 percent diversity.						
1.4	Elect Director Barry W. Huff	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is both gender and racial	diversity on th	e board.The	ere is at least 3	0 percent diversity.						
1.5	Elect Director John V. Murphy	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is both gender and racial	0 percent diversity.									

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



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

Legg Mason, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.6	Elect Director Alison A. Quirk		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is be	oth gender and racial	diversity on ti	he board.Th	ere is at least 3	30 percent dive	ersity.				
1.7	Elect Director W. Allen Reed		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is be	oth gender and racial	diversity on ti	he board.Th	ere is at least 3	30 percent dive	ersity.				
1.8	Elect Director Margaret Milner Ric	chardson	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is be	oth gender and racial	diversity on ti	he board.Th	ere is at least 3	30 percent dive	ersity.				
1.9	Elect Director Kurt L. Schmoke		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is be	oth gender and racial	diversity on ti	he board.Th	ere is at least 3	30 percent dive	ersity.				
1.10	Elect Director Joseph A. Sullivan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is be	oth gender and racial	diversity on ti	he board.Th	ere is at least 3	30 percent dive	ersity.				
2	Advisory Vote to Ratify Named Ex Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
3	Ratify PricewaterhouseCoopers LI Auditors	LP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than										
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	07/17/2018	Auto-Approved	07/17/2018		10	10

Xerox Corporation

Meeting Date: 07/31/2018 Record Date: 06/13/2018	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: XRX	984121608	Meeting ID: 1250918
Primary CUSIP: 984121608	508 Primary ISIN: US9841216081		Primary SEDOL: BYWTW	773	Proxy Level: 3
Total Ballots: 1	Shares Voted: 210 Voting Policy: UUA	Votable Shares	: 210	*Shares on Loan: 0	Shares Instructed: 210

Total Shares:

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

Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.



Xerox Corporation

Institutional Account Detail (IA Name, IA Number)

Rhumbline Custom S&P Index, 6728029082

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.2	Elect Director Keith Cozza	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed gender and racial diversity on the board. There is a			more than 2 p	ublic companies.There is both		
1.3	Elect Director Jonathan Christodoro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and	racial diversity on th	he board.Th	ere is at least .	30 percent diversity.		
1.4	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and	racial diversity on th	he board.Th	ere is at least .	30 percent diversity.		
1.5	Elect Director Nicholas Graziano	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed gender and racial diversity on the board. There is a			more than 2 p	ublic companies.There is both		
1.6	Elect Director Cheryl Gordon Krongard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and	racial diversity on th	he board.Th	ere is at least .	30 percent diversity.		
1.7	Elect Director Scott Letier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and	racial diversity on th	he board.Th	ere is at least .	30 percent diversity.		
1.8	Elect Director Sara Martinez Tucker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and	racial diversity on th	he board.Th	ere is at least .	30 percent diversity.		
1.9	Elect Director Giovanni ('John') Visentin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and	racial diversity on th	he board.Th	ere is at least .	30 percent diversity.		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of to	otal audit fees paid a	are attributa	ble to non-aud	dit work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proper employment agreement with new CEO John Visens	-			•		
4	Adjourn Meeting	Mgmt	Yes	For	Against	Against	Against

Ballot Status

Confirmed

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

Custodian Account Number

6728029082

Instructor Name

Auto-Instructed

Date Instructed

07/17/2018

Approver Name

Auto-Approved

Date Approved

07/17/2018

Total Shares:

Votable Shares

210

210

Shares Voted

210

210



Eagle Materials Inc.

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	otable Shares: 1,357 *Shares on Loan: 0	Shares Instructed: 1,357
	Primary CUSIP: 26969P108	ry CUSIP: 26969P108 Primary ISIN: US26969P1084		Proxy Level: 3
Meeting Date: 08/02/2018 Country: USA Primary Security ID: 260600108 Meeting ID: 1251402	Meeting Date: 08/02/2018 Country: USA Record Date: 06/05/2018 Meeting Type: Annual		Primary Security ID: 26969P108 Ticker: EXP	Meeting ID: 1251492

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1A	Elect Director F. William Barnett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include a board is diverse.	at least one mino	rity director	after the electi	ion.Less than 30 percent of th	e	
1B	Elect Director Richard Beckwitt	Mgmt	Yes	For	For	Against	Against
			.,				
	Voting Policy Rationale: The board does not include a board is diverse. The nominee is employed full-time a		•		•	e	
1C			•		•	<i>e</i> Against	Against
1C	board is diverse. The nominee is employed full-time a	nd sits on boards Mgmt	Yes	an 2 public con	npanies. For	Against	Against
1C 2	board is diverse. The nominee is employed full-time at Elect Director Ed H. Bowman Voting Policy Rationale: The board does not include at	nd sits on boards Mgmt	Yes	an 2 public con	npanies. For	Against	Against

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	07/19/2018	Auto-Approved	07/19/2018	1,357	1,357
						Total Shares:	1,357	1,357

EnerSys

Meeting Date: 08/02/2018 Record Date: 06/04/2018	Country: USA Meeting Type: Annual	Primary Secu Ticker: ENS	ırity ID: 29275Y102	Meeting ID: 1251470
Primary CUSIP: 29275Y102	Primary ISIN: US29275Y1029	Primary SEDOI	.: 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

Voting Policy Rationale: There is both gender and racial diversity on the board. Less than '30'% of the board is diverse.



EnerSys

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.2	Elect Director Nelda J. Connor	s	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: There is nominee is employed full-time a	-	,			of the board is	diverse.The				
1.3	Elect Director Arthur T. Katsar	os	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: There is	s both gender and racia	al diversity on t	he board.Le.	ss than '30'% c	of the board is	diverse.				
1.4	Elect Director Robert Magnus		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: There is	s both gender and racia	al diversity on t	he board.Le.	ss than '30'% d	of the board is	diverse.				
2	Approve Qualified Employee S Plan	tock Purchase	Mgmt	Yes	For	For		For	For		
3	Ratify Ernst & Young LLP as A	uditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	an 25 percent of total a	nudit fees paid a	are attributa	ble to non-aud	lit work.					
4	Advisory Vote to Ratify Named Officers' Compensation	1 Executive	Mgmt	Yes	For	For		For	For		
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	estment 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 Record Date: 06/08/2018	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: S	85207U105	Meeting ID: 1251996
Primary CUSIP: 85207U105	Primary ISIN: US85207U1051		Primary SEDOL: BC4FF2	1	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,790 Voting Policy: UUA	Votable Shares	: 1,790	*Shares on Loan: 0	Shares Instructed: 1,790

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director Gordon Bethune	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is both gender and racial is not majority independent.	diversity on th	e board.The	ere is at least 3	0 percent diversity.The board		
1.2	Elect Director Marcelo Claure	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Notice Delice Deticated Them is both and a sad weigh	46	Th	:4 !4 7	20		

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.



SPRINT CORPORATION

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
1.3	Elect Director Michel Combes		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: There is a is not majority independent.	both gender and racia	al diversity on t	he board.Th	ere is at least 3	80 percent dive	ersity.The board				
1.4	Elect Director Patrick Doyle		Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: There is a is not majority independent.	both gender and racia	ol diversity on t	he board.Th	ere is at least 3	80 percent dive	ersity.The board				
1.5	Elect Director Ronald Fisher		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: There is a is not majority independent.	both gender and racia	ol diversity on t	he board.Th	ere is at least 3	30 percent dive	ersity.The board				
1.6	Elect Director Julius Genachowsl	ki	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: There is I is not majority independent.	both gender and racia	ol diversity on t	he board.Th	ere is at least 3	80 percent dive	ersity.The board				
1.7	Elect Director Stephen R. Kappe	s	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: There is a is not majority independent.	both gender and racia	ol diversity on t	he board.Th	ere is at least 3	30 percent dive	ersity.The board				
1.8	Elect Director Michael Mullen		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: The nome on the board. There is at least 30	•		•		ooth gender an	nd racial diversity	/			
1.9	Elect Director Masayoshi Son		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: There is a is not majority independent. The r scheduled to attend during the pr to the nation).	nominee attended less	s than 75% of t	the board ar	nd committee n	neetings that t	hey were				
1.10	Elect Director Sara Martinez Tuc	ker	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: There is I is not majority independent.	both gender and racia	al diversity on t	he board.Th	ere is at least 3	80 percent dive	ersity.The board				
2	Ratify Deloitte & Touche LLP as	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total a	udit fees paid a	are attributa	ble to non-aud	it work.					
3	Advisory Vote to Ratify Named E Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved	·	Votable Shares	Shares Voted
Rhumbline	c 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



CA, Inc.

Meeting Date: 08/08/2018Country: USAPrimary Security ID: 12673P105Meeting ID: 1252936Record Date: 06/11/2018Meeting Type: AnnualTicker: 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 Shares Instructed: 4,040

Total Ballots: 1 Voting Policy: UUA

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



CA, Inc.

Pal	lo+	Deta	ile

Institutional Account Detail (IA Name, 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 Record Date: 06/29/2018	Country: USA Meeting Type: Annual	Primary Sec Ticker: CVL	curity ID: 204166102	Meeting ID: 1253335
Primary CUSIP: 204166102	Primary ISIN: US2041661024	Primary SED	DL: B142B38	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,011 Voting Policy: UUA	Votable Shares: 2,011	*Shares on Loan: 0	Shares Instructed: 2,011

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1.1	Elect Director N. Robert Hamm	ner	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less tha	an 30 percent of the b	oard is diverse.								
1.2	Elect Director Keith Geeslin		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less tha	an 30 percent of the b	oard is diverse.								
1.3	Elect Director Gary B. Smith		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less tha	an 30 percent of the b	oard is diverse.								
1.4	Elect Director Vivie 'YY' Lee		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less tha	an 30 percent of the b	oard is diverse.								
2	Ratify Ernst & Young LLP as A	uditors	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Greater	than 25 percent of to	tal audit fees pa	id are attrib	outable to non-a	audit work.					
3	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	on the Equity Plan Scor	recard evaluation	n (EPSC), a	vote FOR this	proposal is wai	rranted.				
4	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Vote
WCM Inve	estment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	07/27/2018	Auto-Approved	07/27/2018		2,011	2,01

Total Shares:

2,011

2,011



Commvault Systems, Inc.

Cigna Corp.

_	Date: 08/24/2018 Date: 07/10/2018	Country: USA Meeting Type: Spec	ial		Primary Ticker:	Security ID	: 125509109		Meeting ID: 1255584	
Primary C	USIP: 125509109	Primary ISIN: US1255	091092		Primary	SEDOL: 219647	9		Proxy Level: 5	
Total Ballo	ots: 2	Shares Voted: 593 Voting Policy: UUA		Votable Si	hares: 593		*Shares on Lo	an: 0	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 D	etails									
	nal Account Detail , IA Number)	Custodian Account Number	Ballot Stat	us	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

Auto-Instructed

08/13/2018

Auto-Approved

08/13/2018

Total Shares:

103

593

103

593

Casey's General Stores, Inc.

6728029075

Confirmed

Socially Responsible Investing, 6728029075

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1.1	Elect Director Terry W. Handley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and race	ial diversity on t	he board.Th	ere is at least .	30 percent diversity.		
1.2	Elect Director Donald E. Frieson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and raci	ial diversity on t	he board.Th	ere is at least .	30 percent diversity.		
1.3	Elect Director Cara K. Heiden	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.



Casey's General Stores, Inc.

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Less than 25 percent of total at	ıdit fees paid a	are attributa	ble to non-audi	t work.		
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Adopt Majority Voting for Uncontested Election of Directors	Mgmt	Yes	For	For	For	For
3 ,	•	,		contested director elections		
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
	Ratify KPMG LLP as Auditors Voting Policy Rationale: Less than 25 percent of total at Advisory Vote to Ratify Named Executive Officers' Compensation Approve Omnibus Stock Plan Adopt Majority Voting for Uncontested Election of Directors Voting Policy Rationale: A vote FOR this proposal is war will provide shareholders with a more meaningful voice Amendment to Articles of Incorporation to Provide that the Number of Directors be	Ratify KPMG LLP as Auditors Mgmt Voting Policy Rationale: Less than 25 percent of total audit fees paid at Advisory Vote to Ratify Named Executive Mgmt Officers' Compensation Approve Omnibus Stock Plan Mgmt Adopt Majority Voting for Uncontested Mgmt Election of Directors Voting Policy Rationale: A vote FOR this proposal is warranted, as a mwill provide shareholders with a more meaningful voice while improving Amendment to Articles of Incorporation to Mgmt Provide that the Number of Directors be	Ratify KPMG LLP as Auditors Mgmt Yes Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributated. Advisory Vote to Ratify Named Executive Mgmt Yes Officers' Compensation Approve Omnibus Stock Plan Mgmt Yes Adopt Majority Voting for Uncontested Mgmt Yes Election of Directors Voting Policy Rationale: A vote FOR this proposal is warranted, as a majority vote will provide shareholders with a more meaningful voice while improving director at Amendment to Articles of Incorporation to Mgmt Yes Provide that the Number of Directors be	Ratify KPMG LLP as Auditors Mgmt Yes For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit Advisory Vote to Ratify Named Executive Mgmt Yes For Officers' Compensation Approve Omnibus Stock Plan Mgmt Yes For Adopt Majority Voting for Uncontested Mgmt Yes For Election of Directors Voting Policy Rationale: A vote FOR this proposal is warranted, as a majority vote standard in unwill provide shareholders with a more meaningful voice while improving director accountability. Amendment to Articles of Incorporation to Mgmt Yes For Provide that the Number of Directors be	Ratify KPMG LLP as Auditors Mgmt Yes For For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work. Advisory Vote to Ratify Named Executive Officers' Compensation Approve Omnibus Stock Plan Mgmt Yes For For Adopt Majority Voting for Uncontested Election of Directors 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. Amendment to Articles of Incorporation to Provide that the Number of Directors be	Ratify KPMG LLP as Auditors Mgmt Yes For For For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work. Advisory Vote to Ratify Named Executive Officers' Compensation Approve Omnibus Stock Plan Mgmt Yes For For For For For For 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. Amendment to Articles of Incorporation to Provide that the Number of Directors be

Ballot Details

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: 12673	P105		Meeting ID: 1259658
Record D	ate: 08/09/2018	Meeting Type: Spec	ial		Ticker:	CA			
Primary C	USIP: 12673P105	Primary ISIN: US1267	3P1057		Primary	SEDOL: 2214832			Proxy Level: 5
		Shares Voted: 4,040		Votable Sh	nares: 4,040	*Share	res on Loan:	0	Shares Instructed: 4,040
Total Ballo	ots: 1	Voting Policy: UUA							
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		oting Policy Rec	Vote Instruction
1	Approve Merger Agreement		Mgmt	Yes	For	For	F	or	For
2	Adjourn Meeting		Mgmt	Yes	For	For	F	or	For

3	Advisory Vote on Golden Parachu	utes	Mgmt	Yes	For	For		For	For	
Ballot I	Details									
	onal Account Detail ne, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	08/28/2018	Auto-Approved	08/28/2018	4,040	4,040



CA, Inc.

Total Shares:	4,040	4,040

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 Shares Voted: 284 Votable Shares: 284 *Shares on Loan: 0Shares Instructed: 284 Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director Alan B. Graf, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial	diversity on th	e board.The	ere is at least 3	80 percent diversity.		
1.2	Elect Director John C. Lechleiter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial	diversity on th	e board.The	ere is at least 3	80 percent diversity.		
1.3	Elect Director Michelle A. Peluso	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial	diversity on th	e board.The	ere is at least 3	80 percent diversity.		
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
	Voting Policy Rationale: A vote FOR this proposal is war contribution spending and nonprofit organization particifunderstanding of the company's political activities.	•					
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	08/28/2018	Auto-Approved	08/28/2018	284	284
						Total Shares:	284	284



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 Shares Instructed: 610

Total Ballots: 2 Voting Policy: UUA

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	
1	Issue Shares in Connection w	ith Merger	Mgmt	Yes	For	For		For	For	
2	Increase Authorized Common	Stock	Mgmt	Yes	For	For		For	For	
3	Approve Increase in Size of B	oard	Mgmt	Yes	For	For		For	For	
4	Adjourn Meeting		Mgmt	Yes	For	For		For	For	
Ballot D	etails									
	nal Account Detail , IA Number)	Custodian Account Number	Ballot Stat	us	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 Re	sponsible 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 Shares Instructed: 1,180

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1a	Elect Director Alicia Boler Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial	diversity on th	ne board.The	ere is at least 3	80 percent diversity.		
1b	Elect Director R. Kerry Clark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is both gender and racial	diversity on th	ne board.The	ere is at least 3	80 percent diversity.		
1c	Elect Director David M. Cordani	Mgmt	Yes	For	For	For	For
	Vating Daligy Dationals, There is both gonday and resist	45	Th	:+ !+ :	20 11: "		

Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.



General Mills, Inc.

Rhumbline Custom S&P Index, 6728029082

6728029082

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1d	Elect Director Roger W. Fergus	son, Jr.	Mgmt	Yes	For	For		Against	Against		
	- '	-	•			80 percent dive	ersity.The				
1e	Elect Director Jeffrey L. Harme	ening	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	is both gender and racial	l diversity on ti	he board.Th	ere is at least 3	80 percent dive	ersity.				
1f	Elect Director Maria G. Henry		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	is both gender and racial	l diversity on ti	he board.The	ere is at least :	80 percent dive	ersity.				
1g	Elect Director Heidi G. Miller		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	is both gender and racial	l diversity on ti	he board.Th	ere is at least 3	30 percent dive	ersity.				
1h	Elect Director Steve Odland		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	is both gender and racial	l diversity on to	he board.The	ere is at least 3	80 percent dive	ersity.				
1i	Elect Director Maria A. Sastre		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	is both gender and racial	l diversity on ti	he board.The	ere is at least :	80 percent dive	ersity.				
1j	Elect Director Eric D. Sprunk		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	is both gender and racial	l diversity on ti	he board.The	ere is at least S	30 percent dive	ersity.			•	
1k	Elect Director Jorge A. Uribe		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	is both gender and racial	l diversity on ti	he board.Th	ere is at least 3	30 percent dive	ersity.				
2	Advisory Vote to Ratify Named Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
3	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	an 25 percent of total at	udit fees paid a	are attributa	ble to non-aud	it work.					
4	Proposal Text										
	pesticide use in the company's a		-							•	
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Vote

Confirmed

Auto-Instructed

09/10/2018

Auto-Approved

09/10/2018

Total Shares:

1,180

1,180

1,180



2,280

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

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	1	
1.1	Elect Director George Bell		Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: There is b	oth gender and racial	diversity on th	ne board.Les	ss than 30 perc	ent of the boa	rd 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 b	oth gender and racial	diversity on th	ne board.Les	ss than 30 perc	ent of the boa	rd is diverse.				
2	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total aud	dit fees paid a	are attributa	ble to non-audi	it work.					
3	Advisory Vote to Ratify Named Ex Officers' Compensation	kecutive	Mgmt	Yes	For	For		For	For		
4	Approve Non-Employee Director Stock Plan	Restricted	Mgmt	Yes	For	For		For	For		
Ballot D	etails										
	nal Account Detail c, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved	v	otable 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

WNS (Holdings) Ltd.

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

Total Shares:



WNS (Holdings) Ltd.

	Shares Voted: 2,321	Votable Shares: 2,321	*Shares on Loan: 0	Shares Instructed: 2,321
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
	Meeting for ADR Holders		Mgmt	No							
1	Accept Financial Statements and Reports	Statutory	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO	R this routine item.									
2	Ratify Grant Thornton India LLP a	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total au	dit fees paid a	are attributa	ble to non-audi	it work.					
3	Authorize Board to Fix Remunera Auditors	tion of	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 Dire	ector	Mgmt	Yes	For	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 Direct	tor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is b	oth gender and racial	diversity on ti	he board.Th	ere is at least 3	80 percent dive	ersity.				
6	Reelect Francoise Gri as a Directo	or	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is b	oth gender and racial	diversity on ti	he board.Th	ere is at least 3	80 percent dive	ersity.				
7	Approve Remuneration of Directo	ors	Mgmt	Yes	For	For		For	For		
8	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on	the Equity Plan Score	Card evaluation	on (EPSC), a	vote FOR this	proposal is wa	rranted.				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	09/07/2018	Auto-Approved	09/07/2018		2,321	2,321

Carpenter Technology Corp.

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

Total Shares:

2,321

2,321



Shares Instructed: 2,549

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

Carpenter Technology Corp.

Elect Director Kathleen Ligocki

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						
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

*Shares on Loan: 0

For

For

Votable Shares: 2,549

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Elect Director Jeffrey Wadsworth Mgmt Yes For For For For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Mgmt

Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For For For Auditors

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

Shares Voted: 2,549

Voting Policy: UUA

Advisory Vote to Ratify Named Executive Mgmt Yes For For For Officers' Compensation

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.

Ballot Details

Total Ballots: 1

1.2

1.3

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: 270440	7	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

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Procter & Gamble Co.

1h Elect Director W. James McNerney, Jr. Voting Policy Rationale: There is gender and racial di Elect Director Nelson Peltz Voting Policy Rationale: The nominee is employed furand racial diversity on the board. There is at least 30 Elect Director David S. Taylor Voting Policy Rationale: There is gender and racial di Elect Director Margaret C. Whitman Voting Policy Rationale: The nominee is employed furand racial diversity on the board. There is at least 30 Elect Director Patricia A. Woertz Voting Policy Rationale: There is gender and racial di Elect Director Patricia A. Woertz	Mgmt Mgmt Hime and sits of percent diversity Mgmt Mgmt Mgmt Mgmt Mgmt	Yes oard. There Yes oard. There Yes on boards at ty. Yes oard. There	For is at least 30 p	For For	For Against	For Against		
Voting Policy Rationale: There is gender and racial divided Policy Rationale: There is gender and racial divided Policy Rationale: There is gender and racial divided Policy Rationale: The nominee is employed furand racial diversity on the board. There is at least 30 le Elect Director Scott D. Cook Voting Policy Rationale: There is gender and racial divided Policy Rationale: The nominee is employed furand racial diversity on the board. There is at least 30 least Director David S. Taylor Voting Policy Rationale: There is gender and racial divided Policy Rationale: The nominee is employed furand racial diversity on the board. There is at least 30 least Director Policy Rationale: The nominee is employed furand racial diversity on the board. There is at least 30 least Director Policy Rationale: The nominee is employed furand racial diversity on the board. There is at least 30 least Director Policy Rationale: There is gender and racial diversity on the board. There is at least 30 least Director Policy Rationale: There is gender and racial diversity Or the Director Policy Rationale: There is gender and racial diversity Or the Director Policy Rationale: There is gender and racial diversity Or the Director Policy Rationale: There is gender and racial diversity Or Director Policy Rationale: There is gender and racial diversity Or Director Ernesto Zedillo	Mgmt Mgmt Mgmt Mgmt -time and sits of percent diversity on the both Mgmt Mgmt Mgmt Mgmt Mgmt Mgmt	Yes oard. There Yes oards at ty. Yes oard. There	is at least 30 p For is at least 30 p For more than 2 p	For For For For wiblic companies. There is	For Against	For		
Ic Elect Director Amy L. Chang Voting Policy Rationale: There is gender and racial divided by the Elect Director Kenneth I. Chenault Voting Policy Rationale: The nominee is employed furus and racial diversity on the board. There is at least 30 to Elect Director Scott D. Cook Voting Policy Rationale: There is gender and racial divided by the Elect Director Joseph Jimenez Voting Policy Rationale: There is gender and racial divided by the Elect Director Terry J. Lundgren Voting Policy Rationale: There is gender and racial divided by the Elect Director W. James McNerney, Jr. Voting Policy Rationale: There is gender and racial divided by the Elect Director Nelson Peltz Voting Policy Rationale: The nominee is employed furus and racial diversity on the board. There is at least 30 to Elect Director David S. Taylor Voting Policy Rationale: There is gender and racial divided by the Board. There is at least 30 to Elect Director Margaret C. Whitman Voting Policy Rationale: The nominee is employed furus and racial diversity on the board. There is at least 30 to Elect Director Patricia A. Woertz Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 to Elect Director Patricia A. Woertz Voting Policy Rationale: There is gender and racial divided by the Elect Director Patricia A. Woertz Voting Policy Rationale: There is gender and racial divided by the Elect Director Ernesto Zedillo	Mgmt Mgmt Hime and sits of percent diversity Mgmt Mgmt Mgmt Mgmt Mgmt	Yes Yes on boards at ty. Yes oard. There	For For For more than 2 p	For ercent diversity. For ublic companies.There is	Against			
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 36 1e Elect Director Scott D. Cook Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 36 1e Elect Director Scott D. Cook Voting Policy Rationale: There is gender and racial diversity on the poard. There is gender and racial diversity on the poard. There is gender and racial diversity on the board. There is at least 36 1f Elect Director W. James McNerney, Jr. Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 36 1i Elect Director David S. Taylor Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 36 1j Elect Director Margaret C. Whitman Voting Policy Rationale: The nominee is employed furand racial diversity on the board. There is at least 36 1l Elect Director Margaret C. Whitman Voting Policy Rationale: The nominee is employed furand racial diversity on the board. There is at least 36 1l Elect Director Patricia A. Woertz Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 36 1l Elect Director Patricia A. Woertz Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 36 1l Elect Director Patricia A. Woertz	Mgmt	Yes on boards at ty. Yes oard. There	is at least 30 p For more than 2 p	ercent diversity. For ublic companies.There is	Against			
Elect Director Kenneth I. Chenault Voting Policy Rationale: The nominee is employed fur and racial diversity on the board. There is at least 30. Elect Director Scott D. Cook Voting Policy Rationale: There is gender and racial diversity on the property of the policy Rationale: There is gender and racial diversity of the property of the policy Rationale: There is gender and racial diversity on the board. There is at least 30. Elect Director Nargaret C. Whitman Voting Policy Rationale: The nominee is employed fur and racial diversity on the board. There is at least 30. Elect Director Margaret C. Whitman Voting Policy Rationale: The nominee is employed fur and racial diversity on the board. There is at least 30. Elect Director Margaret C. Whitman Voting Policy Rationale: The nominee is employed fur and racial diversity on the board. There is at least 30. Elect Director Patricia A. Woertz Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30. Elect Director Patricia A. Woertz Voting Policy Rationale: There is gender and racial diversity of the policy Rationale: There is gender and racial diversity of the policy Rationale: There is gender and racial diversity of the policy Rationale: There is gender and racial diversity of the policy Rationale: There is gender and racial diversity of the policy Rationale: There is gender and racial diversity of the policy Rationale: There is gender and racial diversity of the policy Rationale: There is gender and racial diversity of the policy Rationale: There is gender and racial diversity of the policy Rationale: There is gender and racial diversity of the policy Rationale: There is gender and racial diversity of the policy Rationale: There is gender and racial diversity of the policy Rationale: There is gender and racial diversity of the policy Rationale: There is gender and racial diversity of the p	Mgmt I-time and sits of percent diversity Mgmt versity on the book Mgmt	Yes on boards at ty. Yes oard. There	For more than 2 p	For ublic companies. There is	-	Against		
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1g Elect Director Terry J. Lundgren Voting Policy Rationale: There is gender and racial di 1h Elect Director W. James McNerney, Jr. Voting Policy Rationale: There is gender and racial di 1i Elect Director Nelson Peltz Voting Policy Rationale: The nominee is employed fur and racial diversity on the board. There is at least 30 1j Elect Director David S. Taylor Voting Policy Rationale: There is gender and racial di 1k Elect Director Margaret C. Whitman Voting Policy Rationale: The nominee is employed fur and racial diversity on the board. There is at least 30 1l Elect Director Patricia A. Woertz Voting Policy Rationale: There is gender and racial di 1m Elect Director Ernesto Zedillo	versity on the bo	Yes	For	For	For	For		
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1i Elect Director Nelson Peltz Voting Policy Rationale: The nominee is employed fur and racial diversity on the board. There is at least 30 1j Elect Director David S. Taylor Voting Policy Rationale: There is gender and racial diversity on the board. There is employed fur and racial diversity on the board. There is at least 30 1l Elect Director Patricia A. Woertz Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 1l Elect Director Patricia A. Woertz Voting Policy Rationale: There is gender and racial diversity on the board.	Mgmt	Yes	For	For	For	For		
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Voting Policy Rationale: There is gender and racial di Relect Director Margaret C. Whitman Voting Policy Rationale: The nominee is employed fur and racial diversity on the board. There is at least 30 Elect Director Patricia A. Woertz Voting Policy Rationale: There is gender and racial di Elect Director Ernesto Zedillo			more than 2 p	ublic companies.There is	gender			
 1k Elect Director Margaret C. Whitman Voting Policy Rationale: The nominee is employed furand racial diversity on the board. There is at least 30 1l Elect Director Patricia A. Woertz Voting Policy Rationale: There is gender and racial distribution 1m Elect Director Ernesto Zedillo 	Mgmt	Yes	For	For	For	For		
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and racial diversity on the board. There is at least 30 11 Elect Director Patricia A. Woertz Voting Policy Rationale: There is gender and racial di 1m Elect Director Ernesto Zedillo	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: There is gender and racial di 1m Elect Director Ernesto Zedillo			more than 2 p	ublic companies.There is	gender			
1m Elect Director Ernesto Zedillo	Mgmt	Yes	For	For	For	For		
	versity on the be	oard. There	is at least 30 p	ercent diversity.				
	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: The nominee is employed fu and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is	gender			
2 Ratify Deloitte & Touche LLP as Auditors		Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total		are attributa	able to non-aud	lit work.				
3 Advisory Vote to Ratify Named Executive Officers' Compensation	percent diversit	Yes	For	For	For	For		

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.

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



Procter & Gamble Co.

Rallot	Details

Institutional Account Detail (IA Name, 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	09/26/2018	Auto-Approved	09/26/2018	3,185	3,185
						Total Shares:	3,185	3,185

Altaba, Inc.

Meeting Date: 10/16/2018 Record Date: 08/28/2018	Country: USA Meeting Type: Annual	Primary Se Ticker: AAE	curity ID: 021346101 A	Meeting ID: 1264380
Primary CUSIP: 021346101	Primary ISIN: US0213461017	Primary SED	OL: 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 Instruct		
1.1	Elect Director Tor R. Braham	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.				
1.2	Elect Director Eric K. Brandt	Mgmt	Yes	For	For	Against	Against		
	ting 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 le	east one minor	rity 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 le	east one minor	rity 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 le	east one minor	rity 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



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 Shares Instructed: 4,321

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director George K. Muellner	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include a	at least one mino	ority director.	Less than 30%	6 of the board is diverse.		
1.2	Elect Director Vincent Vitto	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include a	at least one mino	ority director.	Less than 30%	6 of the board is diverse.		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
4	Ratify KPMG LLP as Auditors	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	09/21/2018	Auto-Approved	09/24/2018	4,321	4,321
						Total Shares:	4,321	4,321

Array BioPharma, Inc.

	Shares Voted: 5,182	Votable Shares: 5,182	*Shares on Loan: 0	Shares Instructed: 5,182
Primary CUSIP: 04269X105	Primary ISIN: US04269X1054	Primary SE	DOL: 2678654	Proxy Level: 3
Record Date: 08/29/2018	Meeting Type: Annual	Ticker: AF	RRY	
Meeting Date: 10/25/2018	Country: USA	Primary S	Security ID: 04269X105	Meeting ID: 1268324

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

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

Voting Policy Rationale: The board does not include at least one minority director.



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
	Voting Policy Rationale: The board does not include	e at least one mino	rity director.				
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

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

Ball	ot	De	tails	5
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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 Record Date: 08/24/2018	Country: Cayman Islands Meeting Type: Annual	Primary Sec Ticker: BABA	urity ID: 01609W102	Meeting ID: 1266795
Primary CUSIP: 01609W102	Primary ISIN: US01609W1027	Primary SEDO	L: BP41ZD1	Proxy Level: N/A
	Shares Voted: 8,404	Votable Shares: 8,404	*Shares on Loan: 0	Shares Instructed: 8,404
Total Ballots: 2	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
	Meeting for ADR Holders	Mgmt	No				
1.1	Elect Joseph C. Tsai as Director	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The board is not majoric committee. There is both gender and racial diver						
1.2	Elect J. Michael Evans as Director	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The board is not majoria at least 30 percent diversity.	ty independent.There	is both geno	der and racial o	liversity on the boar	rd.There is	
1.3	Elect Eric Xiandong Jing as Director	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The board is not majoria at least 30 percent diversity.	ty independent.There	is both geno	der and racial o	liversity on the boar	rd.There is	
1.4	Elect Borje E. Ekholm as Director	Mgmt	Yes	For	For	Against	Against

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.

Proposal Text

Proposal

Number



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

Alibaba Group Holding Ltd.

2	Ratify PricewaterhouseCoopers as Auditors		Mgmt	Yes	For	For I		For	For	
	Voting Policy Rationale: Less tha	an 25 percent of total at	udit fees paid a	are attributa	able to non-audi	t work.				
Ballot I	Details									
	ional Account Detail ne, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Ca	pital Mgnt, 6728029078	6728029078	Confirmed		Auto-Instructed	10/17/2018	Auto-Approved	10/17/2018	8,375	8,375
Socially R	Responsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	10/17/2018	Auto-Approved	10/17/2018	29	29
								Total Shares:	8,404	8,404

ISS Rec

Voting

Policy Rec

Vote

Instruction

Votable

Proposal Mgmt Rec

Proponent

Western Digital Corp.

Meeting Date: 11/07/2018 Record Date: 09/10/2018	Country: USA Meeting Type: Annual	Primary See Ticker: WDO	curity ID: 958102105	Meeting ID: 1270739
Primary CUSIP: 958102105	Primary ISIN: US9581021055	Primary SED0	DL: 2954699	Proxy Level: 3
	Shares Voted: 117	Votable Shares: 117	*Shares on Loan: 0	Shares Instructed: 117
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Martin I. Cole	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1b	Elect Director Kathleen A. Cote	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1c	Elect Director Henry T. DeNero	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1d	Elect Director Tunc Doluca	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1e	Elect Director Michael D. Lambert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1f	Elect Director Len J. Lauer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		



Western Digital Corp.

Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1g	Elect Director Matthew E. Massengill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Stephen D. Milligan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Paula A. Price	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
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
	Voting Policy Rationale: Based on the Equity Plan Score	ecard evaluation	n (EPSC), a	vote FOR this p	proposal is warranted.		
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

Ballot Details

Institutional Account Detail (IA Name, 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	117	117
						Total Shares:	117	117

Tapestry, Inc.

1b

Elect Director David Denton

Meeting Date: 11/08/2018 Record Date: 09/07/2018		Country: USA Meeting Type: Annu	al		Primar Ticker:	y Security ID: TPR	876030107		Meeting ID: 1270748		
Primary C	JSIP: 876030107	Primary ISIN: US8760301072			Primary	SEDOL: BF09HX	3		Proxy Level: 3		
		Shares Voted: 433	Votable Sh	Votable Shares: 433		*Shares on Loan: 0		Shares Instructed: 433			
Total Ballo	ots: 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		

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

For

For

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



Tapestry, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1c	Elect Director Anne Gates		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'.</i>				
1d	Elect Director Andrea Guerra		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity	٠.				
1e	Elect Director Susan Kropf		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'.</i>				
1f	Elect Director Annabelle Yu Long)	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nome and racial diversity on the board.				more than 2 pu	ıblic companie:	s.There is gend	ler			
1g	Elect Director Victor Luis		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'.</i>				
1h	Elect Director Ivan Menezes		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'</i> .				
1i	Elect Director William Nuti		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: The nomi	inee attended less tha	n 75% of the L	board and co	ommittee meet	ings.					
1j	Elect Director Jide Zeitlin		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'.</i>				
2	Ratify Deloitte & Touche LLP as	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total a	udit fees paid a	are attributa	ble to non-audi	it work.					
3	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For		
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
Ballot D							_				
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	10/23/2018	Auto-Approved	10/23/2018		350	350
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	10/23/2018	Auto-Approved	10/23/2018		83	83
					_			Total Shares	!	433	433



Lumentum Holdings, Inc.

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Martin A. Kaplan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.	Less than 30%	of the board is diverse.		
1b	Elect Director Harold L. Covert	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.	Less than 30%	of the board is diverse.		
1c	Elect Director Penelope A. Herscher	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.	Less than 30%	of the board is diverse.		
1d	Elect Director Julia S. Johnson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.	Less than 30%	of the board is diverse.		
1e	Elect Director Brian J. Lillie	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.	Less than 30%	of the board is diverse.		
1f	Elect Director Alan S. Lowe	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.	Less than 30%	of the board is diverse.		
1g	Elect Director Samuel F. Thomas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.	Less than 30%	of the board is diverse.		
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
	Voting Policy Rationale: Less than 25 percent of total at	udit fees paid a	are attributa	ble to non-aud	lit 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	10/24/2018	Auto-Approved	10/24/2018	2,523	2,523
						Total Shares:	2,523	2,523



Oracle Corp.

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

Total Dali	ots. 1 Voting Folicy: 60A							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio	
1.1	Elect Director Jeffrey S. Berg	Mgmt	Yes	For	Withhold	Withhold	Withhold	
	Voting Policy Rationale: WITHHOLD votes are warrante Leon Panetta and Jeffrey Berg for the substantial pleds 30% of the board is diverse. There is both gender and	ging activity an	d significant	concerns rega		7		
1.2	Elect Director Michael J. Boskin	Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.							
1.3	Elect Director Safra A. Catz	Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: Less than 30% of the board is	diverse.There	is both gend	der and racial o	diversity on the board.			
1.4	Elect Director Bruce R. Chizen	Mgmt	Yes	For	Withhold	Withhold	Withhold	
	Voting Policy Rationale: WITHHOLD votes are warrants Leon Panetta and Jeffrey Berg for the substantial pleds 30% of the board is diverse. There is both gender and	ging activity an	d significant	concerns rega	·	7		
1.5	Elect Director George H. Conrades	Mgmt	Yes	For	Withhold	Withhold	Withhold	
	Voting Policy Rationale: WITHHOLD votes are warrante Conrades, Leon Panetta, and Naomi Seligman for insul 30% of the board is diverse. There is both gender and	fficient respons	iveness to la	st year's failed	-			
1.6	Elect Director Lawrence J. Ellison	Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: Less than 30% of the board is	diverse.There	is both gend	der and racial o	diversity on the board.			
1.7	Elect Director Hector Garcia-Molina	Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: Less than 30% of the board is	diverse.There	is both gend	der and racial o	diversity on the board.			
1.8	Elect Director Jeffrey O. Henley	Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: Less than 30% of the board is	diverse.There	is both gend	der and racial o	diversity on the board.			
1.9	Elect Director Mark V. Hurd	Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: Less than 30% of the board is	diverse.There	is both gend	der and racial o	diversity on the board.			
1.10	Elect Director Renee J. James	Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: Less than 30% of the board is than 2 public companies. There is both gender and raci			nployed full-tin	ne and sits on boards at more			
1.11	Elect Director Charles W. Moorman, IV	Mgmt	Yes	For	For	Withhold	Withhold	
	Matina Balian Batina land han 2007 af the beautiful				d -it b dt			

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.



Oracle Corp.

1.12 Elect Director Leon E. Panetta Mgmt Yes For With Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Governance Committee mem Leon Panetta and Jeffrey Berg for the substantial pledging activity and significant concerns regarding n votes are also warranted from incumbent Compensation Committee members George Conrades, Leon in Seligman for insufficient responsiveness to last year's failed say-on-pay vote. Less than 30% of the boat both gender and racial diversity on the board. 1.13 Elect Director William G. Parrett Mgmt Yes For For Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity. 1.14 Elect Director Naomi O. Seligman Mgmt Yes For With Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Compensation Committee me Conrades, Leon Panetta, and Naomi Seligman for insufficient responsiveness to last year's failed say-or 30% of the board is diverse. There is both gender and racial diversity on the board. 2 Advisory Vote to Ratify Named Executive Mgmt Yes For Agai Officers' Compensation Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee did adequate responsiveness to last year's failed say-on-pay vote the sixth consecutive failed vote. The corr around board responsiveness mirrors last year's proxy and reflects pay program modifications that wer disclosed (and considered by investors) prior to the 2017 failed say-on-pay vote. As such, the proxy do changes made to address shareholders' ongoing concerns, as evidenced by the most recent vote outco pay-for-performance disconnect continues at the company. The board's decision to provide front-loade NEOs will lock in high pay magnitude over several years. While the grants are entirely performance-bas made a commitment to not make additional equity awards, the award structure effectively limits the bo meaningfully adjust pay opportunities for these NEOs over the next five years. Lastly, as the sizable pay granted to fou	ers Bruce R. Chizen, k oversight. WITHHOLD anetta, and Naomi d is diverse. There is Withhold on the board. old Withhold inbers George pay vote. Less than Against	
Leon Panetta and Jeffrey Berg for the substantial pledging activity and significant concerns regarding in votes are also warranted from incumbent Compensation Committee members George Conrades, Leon in Seligman for insufficient responsiveness to last year's failed say-on-pay vote. Less than 30% of the boat both gender and racial diversity on the board. 1.13 Elect Director William G. Parrett Mgmt Yes For For Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity in the Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Compensation Committee me Conrades, Leon Panetta, and Naomi Seligman for insufficient responsiveness to last year's failed say-or 30% of the board is diverse. There is both gender and racial diversity on the board. 2 Advisory Vote to Ratify Named Executive Mgmt Yes For Agai Officers' Compensation Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee did in adequate responsiveness to last year's failed say-on-pay vote the sixth consecutive failed vote. The corract and board responsiveness wintrors last year's proxy and reflects pay program modifications that were disclosed (and considered by investors) prior to the 2017 failed say-on-pay vote. As such, the proxy do changes made to address shareholders' ongoing concerns, as evidenced by the most recent vote outco pay-for-performance disconnect continues at the company. The board's decision to provide front-loade NEOs will look in high pay manitude over several years. While the grants are entirely performance-bas made a commitment to not make additional equity awards, the award structure effectively limits the boar meaningfully adjust pay opportunities for these NEOs over the next five years. Lastly, as the sizable pay granted to four NEOs, the company has multiple executives who are paid well above most peer CEOs. 3 Ratify Ernst & Young LLP as Auditors Mgmt Yes For For Voting Policy Rationale: A vote FOR this resolution is warranted, for	k oversight. WITHHOLD anetta, and Naomi d is diverse. There is Withhold on the board. old Withhold anbers George pay vote. Less than St Against	Withhold Withhold Against
Elect Director Naomi O. Seligman Mgmt Yes For With Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Compensation Committee me Conrades, Leon Panetta, and Naomi Seligman for insufficient responsiveness to last year's failed say-or 30% of the board is diverse. There is both gender and racial diversity on the board. Advisory Vote to Ratify Named Executive Mgmt Yes For Agai Officers' Compensation Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee did is adequate responsiveness to last year's failed say-on-pay vote the sixth consecutive failed vote. The cor around board responsiveness mirrors last year's proxy and reflects pay program modifications that were disclosed (and considered by investors) prior to the 2017 failed say-on-pay vote. As such, the proxy do changes made to address shareholders' ongoing concerns, as evidenced by the most recent vote outco pay-for-performance disconnect continues at the company. The board's decision provide front-loadee NEOs will lock in high pay magnitude over several years. While the grants are entirely performance-base made a commitment to not make additional equity awards, the award structure effectively limits the be meaningfully adjust pay opportunities for these NEOs over the next five years. Lastly, as the sizable pa granted to four NEOs, the company has multiple executives who are paid well above most peer CEOs. Ratify Ernst & Young LLP as Auditors Mgmt Yes For For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work Report on Gender Pay Gap SH Yes Against For Voting Policy Rationale: A vote FOR this resolution is warranted, for the following reasons:- Oracle lags gender pay disparity at the company. By not keeping pace with its peers, Oracle is put at a competitive recruitment and retention of employees Also, by reporting gender pay gap statistics similarly to how i them in the U.K., the company could provide shareholders with a better gauge of how i	on the board. old Withhold mbers George pay vote. Less than st Against	Withhold
 1.14 Elect Director Naomi O. Seligman Mgmt Yes For With Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Compensation Committee me Conrades, Leon Panetta, and Naomi Seligman for insufficient responsiveness to last year's failed say-or 30% of the board is diverse. There is both gender and racial diversity on the board. 2 Advisory Vote to Ratify Named Executive Mgmt Yes For Agai Officers' Compensation Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee did it adequate responsiveness to last year's failed say-on-pay vote the sixth consecutive failed vote. The conformance disconsidered by investors) prior to the 2017 failed say-on-pay vote. As such, the proxy do changes made to address shareholders' ongoing concerns, as evidenced by the most recent vote outco pay-for-performance disconnect continues at the company. The board's decision to provide front-loaded NEOs will lock in high pay magnitude over several years. While the grants are entirely performance-base made a commitment to not make additional equity awards, the award structure effectively limits the boar meaningfully adjust pay opportunities for these NEOs over the next five years. Lastly, as the sizable pay granted to four NEOs, the company has multiple executives who are paid well above most peer CEOs. 3 Ratify Ernst & Young LLP as Auditors Mgmt Yes For For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work 4 Report on Gender Pay Gap SH Yes Against For Voting Policy Rationale: A vote FOR this resolution is warranted, for the following reasons:- Oracle lags gender pay disparity at the company. By not keeping pace with its peers, Oracle is put at a competitive recruitment and retention of employees Also, by reporting gender pay gap statistics similarly to how it them in the U.K., the company could provide shareholders with a better gauge of how its diversity initia. 	old Withhold mbers George pay vote. Less than st Against	
Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Compensation Committee me Conrades, Leon Panetta, and Naomi Seligman for insufficient responsiveness to last year's failed say-or 30% of the board is diverse. There is both gender and racial diversity on the board. 2 Advisory Vote to Ratify Named Executive Mgmt Yes For Agai Officers' Compensation Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee did it adequate responsiveness to last year's failed say-on-pay vote the sixth consecutive failed vote. The con around board responsiveness mirrors last year's proxy and reflects pay program modifications that were disclosed (and considered by investors) prior to the 2017 failed say-on-pay vote. As such, the proxy doe changes made to address shareholders' ongoing concerns, as evidenced by the most recent vote outco pay-for-performance disconnect continues at the company. The board's decision to provide front-loaded NEOs will lock in high pay magnitude over several years. While the grants are entirely performance-base made a commitment to not make additional equity awards, the award structure effectively limits the base agranted to four NEOs, the company has multiple executives who are paid well above most peer CEOs. 3 Ratify Ernst & Young LLP as Auditors Mgmt Yes For For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work gender pay disparity at the company. By not keeping pace with its peers, Oracle is put at a competitive recruitment and retention of employees Also, by reporting gender pay gap statistics similarly to how it them in the U.K., the company could provide shareholders with a better gauge of how its diversity initial.	nbers George pay vote. Less than st Against	
Conrades, Leon Panetta, and Naomi Seligman for insufficient responsiveness to last year's failed say-or 30% of the board is diverse. There is both gender and racial diversity on the board. 2 Advisory Vote to Ratify Named Executive Mgmt Yes For Agai Officers' Compensation Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee did is adequate responsiveness to last year's failed say-on-pay vote the sixth consecutive failed vote. The consecutive failed vote around board responsiveness mirrors last year's proxy and reflects pay program modifications that were disclosed (and considered by investors) prior to the 2017 failed say-on-pay vote. As such, the proxy do changes made to address shareholders' ongoing concerns, as evidenced by the most recent vote outco pay-for-performance disconnect continues at the company. The board's decision to provide front-loaded NEOs will lock in high pay magnitude over several years. While the grants are entirely performance-base made a commitment to not make additional equity awards, the award structure effectively limits the board accommitment to not make additional equity awards, the award structure effectively limits the board accommitment to not make additional equity awards, the award structure effectively limits the board accommitment to not make additional equity awards, the award structure effectively limits the board accommitment to not make additional equity awards, the award structure effectively limits the board accommitment to not make additional equity awards, the award structure effectively limits the board accommitment to not make additional equity awards, the award structure effectively limits the board accommitment to not make additional equity awards, the award structure effectively limits the board accommitment to not make additional equity awards, the award structure effectively limits the board accommitment to not make additional equity awards, the award structure effectively limits the board accommitment to not make add	pay vote. Less than st Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee did a adequate responsiveness to last year's failed say-on-pay vote the sixth consecutive failed vote. The con around board responsiveness mirrors last year's proxy and reflects pay program modifications that were disclosed (and considered by investors) prior to the 2017 failed say-on-pay vote. As such, the proxy does changes made to address shareholders' ongoing concerns, as evidenced by the most recent vote outcorn pay-for-performance disconnect continues at the company. The board's decision to provide front-loaded NEOs will lock in high pay magnitude over several years. While the grants are entirely performance-based made a commitment to not make additional equity awards, the award structure effectively limits the board made and to four NEOs, the company has multiple executives who are paid well above most peer CEOs. Ratify Ernst & Young LLP as Auditors Mgmt Yes For For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work. Report on Gender Pay Gap SH Yes Against For Voting Policy Rationale: A vote FOR this resolution is warranted, for the following reasons:- Oracle lags gender pay disparity at the company. By not keeping pace with its peers, Oracle is put at a competitive recruitment and retention of employees Also, by reporting gender pay gap statistics similarly to how it them in the U.K., the company could provide shareholders with a better gauge of how its diversity initial.		Against
adequate responsiveness to last year's failed say-on-pay vote the sixth consecutive failed vote. The consecutive failed vote. The consecutive failed responsiveness mirrors last year's proxy and reflects pay program modifications that were disclosed (and considered by investors) prior to the 2017 failed say-on-pay vote. As such, the proxy do changes made to address shareholders' ongoing concerns, as evidenced by the most recent vote outco pay-for-performance disconnect continues at the company. The board's decision to provide front-loaded NEOs will lock in high pay magnitude over several years. While the grants are entirely performance-base made a commitment to not make additional equity awards, the award structure effectively limits the board accommitment to not make additional equity awards, the award structure effectively limits the board accommitment to not make additional equity awards, the award structure effectively limits the board are accommitment to not make additional equity awards, the award structure effectively limits the board are accommitment and retention of employees. Also, by reporting gender pay gap statistics similarly to how in them in the U.K., the company could provide shareholders with a better gauge of how its diversity initial.	at damanetrata	
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work 4 Report on Gender Pay Gap SH Yes Against For Voting Policy Rationale: A vote FOR this resolution is warranted, for the following reasons:- Oracle lags gender pay disparity at the company. By not keeping pace with its peers, Oracle is put at a competitive recruitment and retention of employees Also, by reporting gender pay gap statistics similarly to how it them in the U.K., the company could provide shareholders with a better gauge of how its diversity inition.	already decided and s not indicate any new ne.Further, a recurrent equity awards to most ed, and the board has ord's ability to	
4 Report on Gender Pay Gap SH Yes Against For Voting Policy Rationale: A vote FOR this resolution is warranted, for the following reasons:- Oracle lags gender pay disparity at the company. By not keeping pace with its peers, Oracle is put at a competitive recruitment and retention of employees Also, by reporting gender pay gap statistics similarly to how it them in the U.K., the company could provide shareholders with a better gauge of how its diversity initial	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, for the following reasons:- Oracle lags gender pay disparity at the company. By not keeping pace with its peers, Oracle is put at a competitive recruitment and retention of employees Also, by reporting gender pay gap statistics similarly to how it them in the U.K., the company could provide shareholders with a better gauge of how its diversity initial.		
gender pay disparity at the company. By not keeping pace with its peers, Oracle is put at a competitive recruitment and retention of employees Also, by reporting gender pay gap statistics similarly to how it them in the U.K., the company could provide shareholders with a better gauge of how its diversity inition.	For	For
opportunities for women.	disadvantage in the is required to report	
5 Report on Political Contributions SH Yes Against For	, 5	For
Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on the compar- from corporate funds and board oversight of those expenditures would give shareholders a better unde company's management of its political spending and related risks and benefits.	For	
6 Report on Lobbying Payments and Policy SH Yes Against For	For 's political expenditures	

its lobbying activities and related risks and benefits.



Oracle Corp.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction		
7	Require Independent Board Cha	irman	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC board and persistent executive co pledging by the chairman, and sh independent board oversight. etails	mpensation concerns,	non-responsiv	veness to sh	areholder conc	erns, ongoing	significant share				
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Vot	able 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

Primary Security ID: 189054109

Ticker: CLX

Meeting ID: 1271230

The Clorox Co. Meeting Date: 11/14/2018

Record Date: 09/17/2018

Country: USA

Meeting Type: Annual

Primary CUSIP: 189054109		Primary ISIN: US18905	Primary ISIN: US1890541097		Primary SEDOL: 2204026					roxy Level: 3
Total Ball	ots: 1	Shares Voted: 1,150 Voting Policy: UUA		Votable Si	nares: 1,150	*Sh	nares on Loan:	0	Sł	ares Instructed: 1,150
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		oting olicy Rec	Vote Instructio	n
1.1	Elect Director Amy Banse		Mgmt	Yes	For	For	F	or	For	
	Voting Policy Rationale: There is	gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1.2	Elect Director Richard H. Carmo	ona	Mgmt	Yes	For	For	А	gainst	Against	
	Voting Policy Rationale: The non and racial diversity on the board				more than 2 pu	ublic companies.The	ere is gender			
1.3	Elect Director Benno Dorer		Mgmt	Yes	For	For	F	or	For	
	Voting Policy Rationale: There is	gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1.4	Elect Director Spencer C. Fleisc	her	Mgmt	Yes	For	For	F	or	For	
	Voting Policy Rationale: There is	gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1.5	Elect Director Esther Lee		Mgmt	Yes	For	For	F	or	For	
	Voting Policy Rationale: There is	gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1.6	Elect Director A.D. David Macka	ау	Mgmt	Yes	For	For	F	or	For	
	Voting Policy Rationale: There is	gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				



The Clorox Co.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1.7	Elect Director Robert W. Matschu	ullat	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity					
1.8	Elect Director Matthew J. Shatto	ck	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity	<u>'</u>				
1.9	Elect Director Pamela Thomas-G	raham	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominand racial diversity on the board.				more than 2 pu	blic companies	s.There is gend	er			
1.10	Elect Director Carolyn M. Ticknor	r	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity	<i>'</i> .				
1.11	Elect Director Russell J. Weiner		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity	:				
1.12	Elect Director Christopher J. Willi	iams	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nomiand racial diversity on the board.				more than 2 pu	blic companies	s.There is gend	er			
2	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
3	Ratify Ernst & Young LLP as Aud	itors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total au	ıdit fees paid a	are attributa	ble to non-audi	it work.					
4	Eliminate Supermajority Vote Re Approve Certain Business Combi	•	Mgmt	Yes	For	For		For	For		
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	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



ResMed, Inc.

otal Ballo	ots: 1	Shares Voted: 250 Voting Policy: UUA		Votable S	hares: 250		*Shares on Lo	oan: 0		Shares Instructed: 2	50
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1a	Elect Director Peter Farrell		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial div	ersity on the bo	pard. There i	is at least 30 pe	ercent diversity	<i>'.</i>			-	
1b	Elect Director Harjit Gill		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial div	ersity on the bo	pard. There i	is at least 30 pe	ercent diversity	<i>'.</i>			-	
1c	Elect Director Ron Taylor		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial div	ersity on the bo	pard. There i	is at least 30 pe	ercent diversity	<i>'</i> .				
2	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	an 25 percent of total	audit fees paid	are attributa	able to non-aud	lit work.				-	
3	Amend Qualified Employee Sto Plan	ock Purchase	Mgmt	Yes	For	For		For	For		
4	Advisory Vote to Ratify Named Officers' Compensation	I Executive	Mgmt	Yes	For	For		For	For		
Ballot D	etails										
	nal Account Detail , IA Number)	Custodian Account Number	Ballot Sta	tus	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	<u></u>	250	250

Microsoft Corp.

Meeting Date: 11/28/2018 Record Date: 09/26/2018	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: MSFT	594918104	Meeting ID: 1274150
Primary CUSIP: 594918104	Primary ISIN: US5949181045		Primary SEDOL: 258817	3	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,082 Voting Policy: UUA	Votable Shares	: 1,082	*Shares on Loan: 0	Shares Instructed: 1,082

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director William H. Gates, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	ercent 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.



Microsoft Corp.

Institutional Account Detail

(IA Name, IA Number)

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.3	Elect Director Hugh F. Johnston	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.4	Elect Director Teri L. List-Stoll	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.5	Elect Director Satya Nadella	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.6	Elect Director Charles H. Noski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.7	Elect Director Helmut Panke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.8	Elect Director Sandra E. Peterson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.9	Elect Director Penny S. Pritzker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.10	Elect Director Charles W. Scharf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.11	Elect Director Arne M. Sorenson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.12	Elect Director John W. Stanton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ting and racial diversity on the board. There is at least 30 pe			more than 2 pu	blic companies.There is gende	er	
1.13	Elect Director John W. Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.14	Elect Director Padmasree Warrior	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
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
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-audi	it work.		
Ballot D	etails						

Ballot Status

Custodian

Account Number

Date

Instructed

Approver

Name

Date

Approved

Votable Shares

Shares Voted

Instructor

Name



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 Record Date: 10/09/2018 Meeting Type: Proxy Contest			urity ID: 134429109	Meeting ID: 1271860
Primary CUSIP: 134429109	Primary ISIN: US1344291091	Primary SEDO	L: 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.						



Campbell Soup Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.8	Elect Director Sara Mathew	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1.9	Elect Director Keith R. McLoughlin	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1.10	Elect Director Nick Shreiber	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1.11	Elect Director Archbold D. van Beuren	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1.12	Elect Director Les C. Vinney	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
	Dissident Proxy (White Proxy Card)	Mgmt	No				
1.1	Elect Director Sarah Hofstetter	SH	Yes	For	For	For	For

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.

1.2 Elect Director Munib Islam SH Yes For For For For For

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.



Campbell Soup Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
1.3	Elect Director Bozoma Saint John	SH	Yes	For	For	For	For
	Voting Policy Rationale: Campbell's underperforming TSIs company's acquisition strategy, poor execution of merge accounting for the headwinds in the packaged food indumisateps. In light of these factors, the dissident has preswarranted. The dissident slate seems well qualified to convex pertise, fresh ideas, and a greater sense of urgency. A representative of a significant unaffiliated shareholder secompany's underperformance and the need to counterbasuch, votes FOR all dissident nominees are warranted.	rs, and a lack stry, Campbel ented a comp ntribute to the robust dissid eems appropri	of focus on Il has substa pelling case t e company's lent presence tate in this si	the company's ntially trailed p that change at turnaround by a short of a ma tuation, given	core business. Even when beers as a result of these the board level is providing relevant industry bjority and including a direct the magnitude of the		
1.4	Elect Director Kurt T. Schmidt	SH	Yes	For	For	For	For
	Voting Policy Rationale: Campbell's underperforming TSI company's acquisition strategy, poor execution of merge accounting for the headwinds in the packaged food indumissteps. In light of these factors, the dissident has preswarranted. The dissident slate seems well qualified to conexpertise, fresh ideas, and a greater sense of urgency. A representative of a significant unaffiliated shareholder secompany's underperformance and the need to counterbasuch, votes FOR all dissident nominees are warranted.	rs, and a lack stry, Campbel ented a comp ntribute to the robust dissid eems appropri	of focus on Il has substa pelling case t e company's lent presence iate in this si	the company's ntially trailed p that change at turnaround by short of a ma tuation, given	core business. Even when beers as a result of these the board level is providing relevant industry bjority and including a direct the magnitude of the		
1.5	Elect Director William D. Toler	SH	Yes	For	For	For	For
	Voting Policy Rationale: Campbell's underperforming TSI company's acquisition strategy, poor execution of merge accounting for the headwinds in the packaged food indumisteps. In light of these factors, the dissident has preswarranted. The dissident slate seems well qualified to convexpertise, fresh ideas, and a greater sense of urgency. A representative of a significant unaffiliated shareholder secompany's underperformance and the need to counterbasuch, votes FOR all dissident nominees are warranted.	rs, and a lack stry, Campbe ented a comp ntribute to the robust dissid eems appropri alance the fou	of focus on Il has substa. Delling case t e company's lent presence Tate in this si Unding family	the company's ntially trailed µ hat change at turnaround by e short of a m tuation, given 's substantial i	core business. Even when beers as a result of these the board level is providing relevant industry and including a direct the magnitude of the company. As	5	
1.6	Management Nominee Fabiola R. Arredondo	SH	Yes	For	For	For	For
	Voting Policy Rationale: Campbell's underperforming TSR company's acquisition strategy, poor execution of merge accounting for the headwinds in the packaged food indumissteps. In light of these factors, the dissident has preswarranted. The dissident slate seems well qualified to conexpertise, fresh ideas, and a greater sense of urgency. A representative of a significant unaffiliated shareholder secompany's underperformance and the need to counterbasuch, votes FOR all dissident nominees are warranted.	rs, and a lack stry, Campbel ented a comp ntribute to the robust dissid eems appropri	of focus on Il has substa pelling case t e company's lent presence late in this si	the company's ntially trailed phat change at turnaround by a short of a matuation, given	core business. Even when beers as a result of these the board level is providing relevant industry and including a direct the magnitude of the		
1.7	Management Nominee Howard M. Averill	SH	Yes	For	For	For	For
	Voting Policy Rationale: Campbell's underperforming TSIs company's acquisition strategy, poor execution of merge	rs, and a lack	of focus on	the company's	core business. Even when		

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.



Campbell Soup Co.

lumber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.8	Management Nominee Maria Teresa (Tessa) Hilado	SH	Yes	For	For	For	For
	Voting Policy Rationale: Campbell's underperforming To company's acquisition strategy, poor execution of mergaccounting for the headwinds in the packaged food incomissteps. In light of these factors, the dissident has prowarranted. The dissident slate seems well qualified to a expertise, fresh ideas, and a greater sense of urgency, representative of a significant unaffiliated shareholder company's underperformance and the need to counter such, votes FOR all dissident nominees are warranted.	gers, and a lack dustry, Campbe. resented a comp contribute to the A robust dission seems appropro- toalance the fou	of focus on the focus on the following case of the company's the focus on the focus	the company intially trailed that change a turnaround b te short of a m ituation, given	s core business. Even when peers as a result of these the board level is providing relevant industry ajority and including a direct the magnitude of the		
9	Management Nominee Marc B. Lautenbach	SH	Yes	For	For	For	For
	company's acquisition strategy, poor execution of merc	gers, and a lack	k of focus on	the company	's core business. Even when		
	accounting for the headwinds in the packaged food ind missteps. In light of these factors, the dissident has pro- warranted. The dissident slate seems well qualified to a expertise, fresh ideas, and a greater sense of urgency, representative of a significant unaffiliated shareholder company's underperformance and the need to counter such, votes FOR all dissident nominees are warranted.	resented a comp contribute to the A robust dissid seems appropro balance the fou	pelling case of the company's dent presence dentiate in this so	that change a turnaround b e short of a m ituation, given	the board level is y providing relevant industry ajority and including a direct the magnitude of the	s	
1.10	accounting for the headwinds in the packaged food ind missteps. In light of these factors, the dissident has pro- warranted. The dissident slate seems well qualified to a expertise, fresh ideas, and a greater sense of urgency, representative of a significant unaffiliated shareholder company's underperformance and the need to counter	resented a comp contribute to the A robust dissid seems appropro balance the fou	pelling case of the company's dent presence dentiate in this so	that change a turnaround b e short of a m ituation, given	the board level is y providing relevant industry ajority and including a direct the magnitude of the	<i>s</i> For	For
1.10	accounting for the headwinds in the packaged food ind missteps. In light of these factors, the dissident has pro- warranted. The dissident slate seems well qualified to con- expertise, fresh ideas, and a greater sense of urgency, representative of a significant unaffiliated shareholder company's underperformance and the need to counter such, votes FOR all dissident nominees are warranted.	esented a composite to the A robust dissiduate to the A robust dissiduate the four SH SSR and weak fulgers, and a lack dustry, Campbe the seented a composite to the A robust dissiduate to the A robust dissiduate the four the fo	pelling case as a company's dent presenciate in this sunding family Yes undamentals of focus on the substate of focus on the company's dent presenciate in this s.	that change a turnaround b e short of a m ituation, given 's substantial For appear direct the company intially trailed that change a turnaround b e short of a m ituation, given	the board level is a providing relevant industry adjority and including a direct the magnitude of the influence over the company. A for a	For	For

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.



Campbell Soup Co.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1.12	Management Nominee Archb Beuren	old D. van	SH	Yes	For	For		For	For		
	Voting Policy Rationale: Camp company's acquisition strategy accounting for the headwinds missteps. In light of these fac warranted. The dissident slate expertise, fresh ideas, and a g representative of a significant company's underperformance such, votes FOR all dissident i	n, poor execution of mer, in the packaged food in fors, the dissident has pr seems well qualified to o reater sense of urgency, unaffiliated shareholder and the need to counter	gers, and a lack dustry, Campbe resented a comp contribute to the A robust dission seems appropro- rbalance the fou	of focus or, If has substance If has substance	the company's antially trailed partially trailed partially trailed partially that change at a turnaround by the short of a maintail and the situation, given	s core busines. peers as a resu the board leve providing rele ajority and incu the magnitude	s. Even when ult of these el is evant industry luding a direct e of the			-	
2	Ratify PricewaterhouseCoope Auditors	ers LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less t	han 25 percent of total a	audit fees paid a	are attributa	ble to non-aud	lit work.					
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote reasonably aligned at this time result of long-term share price significant concerns at this tin disclosure under the annual in	e. The committee paid no nunderperformance. The ne. However, there are it	o annual incenta e compensation fems that warra	ives, and pro arrangemen nt continued	eviously grante nts around the d monitoring by	d PSUs were for CEO transition of shareholders,	orfeited as a do not raise including			-	
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	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

CME Group, Inc.

_	Date: 11/29/2018 Pate: 09/06/2018	Country: USA Meeting Type: Speci	al		Primary Ticker:	Security ID:	: 12572Q105		Meeting ID: 1267468
Primary C	USIP: 12572Q105	Primary ISIN: US12572	Q1058		Primary	SEDOL: 296583	9		Proxy Level: 2
		Shares Voted: 67		Votable Sh	nares: 67		*Shares on Lo	an: 0	Shares Instructed: 67
Total Ballo	ots: 1	Voting Policy: UUA							
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction
1	Eliminate All or Some of the Clas	ss B Election	Mgmt	Yes	For	For		For	For
Ballot D	etails								
	nal Account Detail e, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares Shares Voted



CME Group, Inc.

	Detai	

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Gregory S. Clark	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	iverse.There i	s both gend	er and racial d	iversity on the board.		
1b	Elect Director Frank E. Dangeard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	iverse.There i	s both gend	er and racial d	iversity on the board.		
1c	Elect Director Peter A. Feld	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	iverse.There i	s both gend	er and racial d	iversity on the board.		
1d	Elect Director Dale L. Fuller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	iverse.There i	s both gend	er and racial d	iversity on the board.		
1e	Elect Director Kenneth Y. Hao	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	iverse.There i	s both gend	er and racial d	iversity on the board.		
1f	Elect Director David W. Humphrey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	iverse.There i	s both gend	er and racial d	iversity on the board.		
1g	Elect Director David L. Mahoney	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	iverse.There i	s both gend	er and racial d	iversity on the board.		
1h	Elect Director Anita M. Sands	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	iverse.There i	s both gend	er and racial d	iversity on the board.		
1i	Elect Director Daniel H. Schulman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Pationals: The peripose is employed full-tir	no and cite or	hoarde at r	more than 2 nu	ublic companies Loss than 200		

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.

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



Symantec Corp.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1j	Elect Director V. Paul Unruh		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less that	n 30% of the board is	diverse.There	is both gend	der and racial d	liversity on the	board.				
1k	Elect Director Suzanne M. Vaut	rinot	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The non of the board is diverse. There is b	, ,			more than 2 pu	ıblic companie.	s.Less than 30%	6			
2	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less that	n 25 percent of total a	udit fees paid a	are attributa	ible to non-aud	lit work.					
3	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	n the Equity Plan Score	ecard evaluation	n (EPSC), a	vote FOR this p	proposal is wai	ranted.				
4	Amend Qualified Employee Stoo Plan	ck Purchase	Mgmt	Yes	For	For		For	For		
5	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 Record Date: 10/09/2018	Country: Ireland Meeting Type: Annual		Primary Security ID: Ticker: MDT	G5960L103	Meeting ID: 1262560
Primary CUSIP: G5960L103	Primary ISIN: IE00BTN1Y115		Primary SEDOL: BTN1Y1	1	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 2,560 Voting Policy: UUA	Votable Shares	: 2,560	*Shares on Loan: 0	Shares Instructed: 2,560

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1	Elect Director Richard H. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Craig Arnold	Mgmt	Yes	For	For	For	For
	Voting Policy Pationals, There is gonder and racial diver	city on the he	ard Thoroid	at loast 20 no	proont divorcity		

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Medtronic Plc

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	on	
1c	Elect Director Scott C. Donnelly		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	ersity on the bo	ard. There is	is at least 30 pe	ercent diversity	ć.				
1d	Elect Director Randall J. Hogan,	III	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	ersity on the bo	ard. There is	is at least 30 pe	ercent diversity	<i>.</i>				
1e	Elect Director Omar Ishrak		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>′</i> .				
1f	Elect Director Michael O. Leavitt		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1g	Elect Director James T. Lenehan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	ersity on the bo	ard. There is	is at least 30 pe	ercent diversity	<i>.</i>				
1h	Elect Director Elizabeth G. Nabel		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1i	Elect Director Denise M. O'Leary		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1j	Elect Director Kendall J. Powell		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
2	Approve PricewaterhouseCooper Auditors and Authorize Board to Remuneration		Mgmt	Yes	For	For		For	For		
3	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For		
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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



Palo Alto Networks, Inc.

Shares Voted: 3,250 Votable Shares: 3,250 *Shares on Loan: 0	Shares Instructed: 3,250
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Total Ballots: 1 Voting Policy: UUA

1b	Elect Director John M. Donovan Voting Policy Rationale: There is gender and racial of Elect Director Mary Pat McCarthy Voting Policy Rationale: There is gender and racial of the Policy Rationale: Th	Mgmt diversity on the bo Mgmt		For s at least 30 p	For ercent diversity.	For	For
1b	Elect Director Mary Pat McCarthy	,		is at least 30 p	ercent diversity.		
	<u> </u>	Mgmt			ercent arreners.		
	Voting Policy Rationale: There is gender and racial of		Yes	For	For	For	For
1c	<i>3</i> ,	diversity on the bo	oard. There i	is at least 30 p	ercent diversity.		
	Elect Director Nir Zuk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	oard. There i	is at least 30 p	ercent diversity.		
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total	al audit fees paid	are attributa	ble to non-aud	dit work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this propose of the new CEO's sign-on equity awards. There are \$60 million of the awards lack performance vesting say-on-pay votes) to the company's practice of awa concerns for regular incentive pay, including insuffic	concerns around criteria. Shareholo ording overly large	the performa ders have pr equity awai	ance vesting st eviously voiced rds. There are	ructure, and the fact tha d opposition (through fail additional pay-for-perfor	at nearly Gled	
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year

Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted

Ballot Details

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



Meeting ID: 1276245

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 S	hares: 499		*Shares on Lo	oan: 0	Shares Instruct	ed: 499
Total Ball	lots: 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 Incorpora	ition	Mgmt	Yes	For	For		For	For	
3	Advisory Vote on Golden Parad	chutes	Mgmt	Yes	For	Against		Against	Against	
	Voting Policy Rationale: A vote a very large equity acceleration be executives' outstanding perform may be viewed as a windfall by	enefits that are the resonance options. This will	ult of the board	d's recent de	ecision to amen	d the vesting p	provisions of			
4	Adjourn Meeting		Mgmt	Yes	For	For		For	For	
Ballot D	Details									
	onal Account Detail ne, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	11/27/2018	Auto-Approved	11/27/2018	440	440
Socially Re	tesponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	11/27/2018	Auto-Approved	11/27/2018	59	59
								Total Shares	: 499	499

Cisco Systems, Inc.

Country: USA

Meeting Date: 12/12/2018

Record I	Date: 10/15/2018	Meeting Type: Annu	al		Ticker:	CSCO			
Primary C	CUSIP: 17275R102	Primary ISIN: US17275	5R1023		Primary	SEDOL: 219816	3	P	roxy Level: 3
Total Ball	ots: 2	Shares Voted: 12,186 Voting Policy: UUA		Votable Sh	nares: 12,186		*Shares on Loan: 0	s	hares Instructed: 12,186
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	on
1a	Elect Director M. Michele Burns		Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The nom and racial diversity on the board.				more than 2 pu	ıblic companie	s.There is gender		
1b	Elect Director Michael D. Capella	as	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is	gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'</i> .		
1c	Elect Director Mark Garrett		Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is	gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'</i> .		

Primary Security ID: 17275R102



Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1d	Elect Director Kristina M. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Roderick C. McGeary	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Charles H. Robbins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Arun Sarin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Brenton L. Saunders	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Steven M. West	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is washares reserved is reasonable; and- The offer period is Code.	-			•		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wadisclosure around performance considerations and awaincentive pay programs. However, there are concerns a monitoring.	ord determination	ons, which e	stablish the pe	erformance-based nature of the	e	
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total a	udit fees paid a	are attributa	ble to non-aud	lit work.		
5	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is waboard.	rranted given t	he importan	ce of having a	n independent chairman of the	2	
6	Adjust Executive Compensation Metrics for	SH	Yes	Against	Against	Against	Against

Ballot Details

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



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	•	urity ID: 075887109	Meeting ID: 1284804
Record Date: 12/07/2018 Primary CUSIP: 075887109	Meeting Type: Annual Primary ISIN: US0758871091	Ticker: BDX Primary SEDO	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 diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.2	Elect Director R. Andrew Eckert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.3	Elect Director Vincent A. Forlenza	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.4	Elect Director Claire M. Fraser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.5	Elect Director Jeffrey W. Henderson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 pu	ublic companies.There is gena	ler	
1.6	Elect Director Christopher Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.7	Elect Director Marshall O. Larsen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.8	Elect Director David F. Melcher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.9	Elect Director Claire Pomeroy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		



Becton, Dickinson & Co.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
1.10	Elect Director Rebecca W. Rime	el	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The non and racial diversity on the boards				more than 2 pu	ıblic companies	s.There is gende	er			
1.11	Elect Director Timothy M. Ring		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity					
1.12	Elect Director Bertram L. Scott		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is										
2	Ratify Ernst & Young LLP as Au	ditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less tha	n 25 percent of total a	udit fees paid a	are attributa	ble to non-audi	it work.					
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
4	Eliminate Supermajority Vote R	equirement	Mgmt	Yes	For	For		For	For		
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 Record Date: 11/30/2018	Country: USA Meeting Type: Annual	Primary Sec Ticker: APD	urity ID: 009158106	Meeting ID: 1286248
Primary CUSIP: 009158106	Primary ISIN: US0091581068	Primary SEDO	L: 2011602	Proxy Level: 3
Total Ballots: 2	Shares Voted: 1,471 Voting Policy: UUA	Votable Shares: 1,471	*Shares on Loan: 0	Shares Instructed: 1,471

Total Ball	ots: 2	Voting Policy: UUA						
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Susan K. Carter		Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is	gender and racial diver	sity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1b	Elect Director Charles I. Cogut		Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is	gender and racial diver	sity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1c	Elect Director Seifi Ghasemi		Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is	gender and racial diver	sity on the bo	ard. There is	s at least 30 p	ercent diversity.		

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



Air Products & Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1d	Elect Director Chadwick C. Deaton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	I diversity on the bo	ard. There i	is at least 30 pe	ercent diversity.		
1e	Elect Director David H. Y. Ho	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed and racial diversity on the board. There is at least			more than 2 pt	ublic companies.There is ge	ender	
1f	Elect Director Margaret G. McGlynn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	l diversity on the bo	ard. There i	is at least 30 pe	ercent diversity.		
1g	Elect Director Edward L. Monser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	I diversity on the bo	ard. There i	is at least 30 pe	ercent diversity.		
1h	Elect Director Matthew H. Paull	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	l diversity on the bo	ard. There i	is at least 30 pe	ercent diversity.		
2	Advisory Vote to Ratify Named Executive Officer Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal review.	is warranted as pay	and perform	mance are reas	onably aligned for the year	rin	
3	Ratify Deloitte & Touche LLP as Auditors	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	12/27/2018	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.

Proxy Level: 3	
hares on Loan: 0 Shares Instructed: 1,0	010
hai	res on Loan: 0 Shares Instructed: 1,

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



Jabil, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on		
	Voting Policy Rationale: Less than	30% of the board is	diverse. There	is both gen	der and racial o	diversity on the	e board.					
1.2	Elect Director Martha F. Brooks		Mgmt	Yes	For	For		Withhold	Withhold			
	Voting Policy Rationale: Less than	30% of the board is	diverse. There	is both gen	der and racial o	diversity on the	e board.					
1.3	Elect Director Christopher S. Holl	land	Mgmt	Yes	For	For		Withhold	Withhold			
	Voting Policy Rationale: Less than	30% of the board is	diverse. There	is both gen	der and racial o	diversity on the	e board.					
1.4	Elect Director Timothy L. Main		Mgmt	Yes	For	For		Withhold	Withhold			
	Voting Policy Rationale: Less than	30% of the board is	diverse. There	is both gen	der and racial o	diversity on the	e board.					
1.5	Elect Director Mark T. Mondello		Mgmt	Yes	For	For		Withhold	Withhold			
	Voting Policy Rationale: Less than	30% of the board is	diverse. There	is both gen	der and racial o	diversity on the	e board.					
1.6	Elect Director John C. Plant		Mgmt	Yes	For	For		Withhold	Withhold			
	Voting Policy Rationale: Less than 30% of the board is diverse. There is both gender and racial diversity on the board.											
1.7	Elect Director Steven A. Raymun	d	Mgmt	Yes	For	For		Withhold	Withhold			
	Voting Policy Rationale: Less than	30% of the board is	diverse. There	is both gen	der and racial o	diversity on the	e board.					
1.8	Elect Director Thomas A. Sanson	ie	Mgmt	Yes	For	For		Withhold	Withhold			
	Voting Policy Rationale: Less than	30% of the board is	diverse. There	is both gen	der and racial o	diversity on the	e board.					
1.9	Elect Director David M. Stout		Mgmt	Yes	For	For		Withhold	Withhold			
	Voting Policy Rationale: Less than	30% of the board is	diverse. There	is both gen	der and racial o	diversity on the	e board.					
2	Ratify Ernst & Young LLP as Aud	itors	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: Less than	25 percent of total at	udit fees paid a	are attributa	ble to non-aud	it work.						
3	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote FC significant concerns were identifie		rranted as pay	and perform	mance are reaso	onably aligned	and no					
Ballot D												
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted	
Rhumbline	e 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	

the year in review.



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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi			
1a	Elect Director Lloyd A. Carney	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The nominee is employed and racial diversity on the board. There is at least .			more than 2 pe	ublic companies.There is	gender				
1b	Elect Director Mary B. Cranston	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pc	ercent diversity.					
1e	Elect Director John F. Lundgren	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
1f	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.									
1g	Elect Director Denise M. Morrison	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pc	ercent diversity.					
1h	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pc	ercent diversity.					
1i	Elect Director John A.C. Swainson	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pc	ercent diversity.					
1j	Elect Director Maynard G. Webb, Jr.	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pc	ercent diversity.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For			



Visa, Inc.

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction		
3	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less t	than 25 percent of total of	audit fees paid	are attributa	able to non-aud	it work.					
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	Vo	table Shares	Shares Voted
Sands Cap	oital Mgnt, 6728029078	6728029078	Confirmed		Auto-Instructed	12/27/2018	Auto-Approved	12/30/2018		10,450	10,450
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	12/27/2018	Auto-Approved	12/30/2018		140	140
								Total Shares:		10.590	10.590

Votable

Voting

Vote

Woodward, Inc.

Meeting Date: 01/30/2019 Record Date: 12/03/2018	Country: USA Meeting Type: Annual	Primary Secu Ticker: WWD	rity ID: 980745103	Meeting ID: 1287098
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 Instructi			
1.1	Elect Director John D. Cohn	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.					
1.2	Elect Director Eileen P. Drake	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 Flect Director Tames R. Rulseh Momt Yes For For Against Against										
1.3	Elect Director James R. Rulseh 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.									
	Voting Policy Rationale: The board does not include at le	Less than 30%	of the board is diverse.							
1.4	Elect Director Gregg C. Sengstack	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 au	dit fees paid a	re attributal	ble to non-audi	t work.					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For			

Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.



Woodward, Inc.

Proposal

4 Amend Omnibus Stock Plan Mgmt Yes For For For For For For For Solution (EPSC), a vote FOR this proposal is warranted. **Ballot Details**	Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.	Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction	ı	
Ballot Details	Ballot Details Institutional Account Detail Custodian Instructor Date Approver Date (IA Name, IA Number) Account Number Ballot Status Name Instructed Name Approved Votable Shares Shares Vote	4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Institutional Account Detail Custodian Instructor Date Approver Date (IA Name, IA Number) Account Number Ballot Status Name Instructed Name Approved Votable Shares Shares Vote		Voting Policy Rationale: Based	on the Equity Plan Score	ecard evaluation	n (EPSC), a	vote FOR this p	proposal is wai	rranted.				
· · · · · · · · · · · · · · · · · · ·													

Voting

Vote

Votable

Chesapeake Energy Corp.

Meeting Date: 01/31/2019 Record Date: 12/24/2018	Country: USA Meeting Type: Special		nary Security ID: 165167107 er: CHK	Meeting ID: 1288266
Primary CUSIP: 165167107	Primary ISIN: US1651671075	Prima	ary SEDOL: 2182779	Proxy Level: 5
Total Ballots: 1	Shares Voted: 1,008 Voting Policy: UUA	Votable Shares: 1,008	*Shares on Loan: 0	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 Boar	rd .	Mgmt	Yes	For	For		For	For	
3	Increase Authorized Common St	ock	Mgmt	Yes	For	For		For	For	
Ballot D	etails									
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Re	esponsible 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



Shares Instructed: 1,414

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

Shares Voted: 1,414

Accenture Plc

1i

1j

1k

3

Elect Director Arun Sarin

Elect Director Frank K. Tang

Elect Director Tracey T. Travis

Officers' Compensation

Advisory Vote to Ratify Named Executive

Approve KPMG LLP as Auditors and Authorize

Board to Fix Their Remuneration

Total Ballots: 1 Voting Policy: UUA Votable Voting Vote Proposal Policy Rec Instruction **Proposal Text** Number Proponent Proposal **Mgmt Rec** ISS Rec Elect Director Jaime Ardila Yes 1a Mgmt For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1b Elect Director Herbert Hainer Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1c Elect Director Marjorie Magner Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1d Elect Director Nancy McKinstry Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1e Elect Director David P. Rowland Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1f Elect Director Gilles C. Pelisson Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1q Elect Director Paula A. Price Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Venkata (Murthy) 1h Mgmt Yes For For For Renduchintala

Votable Shares: 1,414

*Shares on Loan: 0

For

Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.

performance-based and pay and performance are reasonably aligned at this time.

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Voting Policy Rationale: A vote FOR this proposal is warranted. The company's compensation plan is sufficiently

Mgmt

Mgmt

Mgmt

Mgmt

Yes

Yes

Yes

For

For

For

For

For

For



Accenture Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
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 resolution recommended limits.	ns is warranted be	cause the pi	roposed amoul	nts and duratio	ns are within				
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 resolution recommended limits.	ns is warranted be	cause the pi	roposed amoul	nts and duratio	ns are within				
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 D	Details									
	onal Account Detail Custodian e, IA Number) Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Auto-Instructed

Rockwell Automation, Inc.

6728029082

Confirmed

Rhumbline Custom S&P Index, 6728029082

Meeting Date: 02/05/2019 Record Date: 12/10/2018	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: ROK	773903109	Meeting ID: 1287561
Primary CUSIP: 773903109	Primary ISIN: US7739031091		Primary SEDOL: 275406	0	Proxy Level: 3
Total Ballots: 1	Shares Voted: 490 Voting Policy: UUA	Votable Shares	: 490	*Shares on Loan: 0	Shares Instructed: 490

01/11/2019

Auto-Approved

01/11/2019

Total Shares:

1,414

1,414

1,414

1,414

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi			
A1	Elect Director Blake D. Moret	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	at least 30 pe	rcent diversity.					
A2	A2 Elect Director Thomas W. Rosamilia Mgmt Yes For For For For									
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
А3	Elect Director Patricia A. Watson	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
В	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									

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



Rockwell Automation, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction		
С	Advisory Vote to Ratify Named E Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal is warra Ballot Details		ranted, as pay	and perfori	mance are reas	onably aligned	at this time.				
	nal Account Detail ;, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Sha	res	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	01/15/2019	Auto-Approved	01/15/2019		490	490
								Total Shares		190	490

Axon Enterprise, Inc.

Meeting Date: 02/12/2019 Record Date: 12/27/2018	Country: USA Meeting Type: Special		Primary Security ID: Ticker: AAXN	: 05464C101	Meeting ID: 1288806
Primary CUSIP: 05464C101	Primary ISIN: US05464C1018		Primary SEDOL: BDT5S3	5	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,928 Voting Policy: UUA	Votable Shares	: 2,928	*Shares on Loan: 0	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 Record Date: 12/18/2018	Country: USA Meeting Type: Annual	Primary Security ID: 073685109 Ticker: BECN	Meeting ID: 1290179
Primary CUSIP: 073685109	Primary ISIN: US0736851090	Primary SEDOL: B02TS99	Proxy Level: 3



Beacon Roofing Supply, Inc.

Shares Voted: 4,239 Votable Shares: 4,239 *Shares on Loan: 0 Shares Instructed: 4,239

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				
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.										
1.2	Elect Director Paul M. Isabella	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	6 of the board is diverse.						
1.3	Elect Director Carl T. Berquist	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.										
1.4	Elect Director Barbara G. Fast	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.										
1.5	Elect Director Richard W. Frost	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	6 of the board is diverse.						
1.6	Elect Director Alan Gershenhorn	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	6 of the board is diverse.						
1.7	Elect Director Philip W. Knisely	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	6 of the board is diverse.						
1.8	Elect Director Robert M. McLaughlin	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.										
1.9	Elect Director Neil S. Novich	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	6 of the board is diverse.						
1.10	Elect Director Stuart A. Randle	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	6 of the board is diverse.						
1.11	Elect Director Nathan K. Sleeper	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	6 of the board is diverse.						
1.12	Elect Director Douglas L. Young	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	6 of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	lit work.						



4.239

4,239

4,239

4,239

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 Instruct	ion	
3	Advisory Vote to Ratify Named E. Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO significant concerns were identified		ranted as pay	and perforn	nance are reas	onably aligned	and no				
Ballot D	etails										
	onal Account Detail	Custodian	Rallot State	iie	Instructor	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Auto-Instructed

01/16/2019

Auto-Approved

01/16/2019

Total Shares:

Newfield Exploration Co.

6728029085

WCM Investment Management, 6728029085

-				
Meeting Date: 02/12/2019	Country: USA	Primary Sec	urity ID: 651290108	Meeting ID: 1289746
Record Date: 01/08/2019	Meeting Type: Special	Ticker: NFX		
Primary CUSIP: 651290108	Primary ISIN: US6512901082	Primary SEDO	L: 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

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.

Confirmed

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

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.

Adjourn Meeting Mgmt Yes For For For For

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

Ballot Details

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



Newfield Exploration Co.

Total Shares:	2,220	2,220

Varian Medical Systems, Inc.

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

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				
	Voting Policy Rationale: There is at least 30 percent dive	rsity. The boa	rd does not	include at leas	t one minority director.						
1b	Elect Director Jeffrey R. Balser	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: There is at least 30 percent diversity. The board does not include at least one minority director.										
1c	Elect Director Judy Bruner	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: There is at least 30 percent diversity. The board does not include at least one minority director.										
1d	Elect Director Jean-Luc Butel	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: There is at least 30 percent dive	rsity. The boa	rd does not	include at leas	t one minority director.						
1e	Elect Director Regina E. Dugan	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: There is at least 30 percent dive	rsity. The boa	rd does not	include at leas	t one minority director.						
1f	Elect Director R. Andrew Eckert	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: There is at least 30 percent dive	rsity. The boa	rd does not	include at leas	t one minority director.						
1g	Elect Director Timothy E. Guertin	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: There is at least 30 percent dive	rsity. The boa	rd does not	include at leas	t one minority director.						
1h	Elect Director David J. Illingworth	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: There is at least 30 percent dive	rsity. The boa	rd does not	include at leas	t one minority director.						
1 i	Elect Director Dow R. Wilson	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: There is at least 30 percent dive	rsity. The boa	rd does not	include at leas	t one minority director.						



Meeting ID: 1290272

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

Varian Medical Systems, Inc.

2 Advisory Vote to Ratify Named Executive Mgmt Yes For For For Officers' Compensation 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.
3 Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For For For Auditors

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

Country: USA

Ballot Details

Institutional Account Detail (IA Name, 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	01/25/2019	Auto-Approved	01/25/2019	350	350
						Total Shares:	350	350

Primary Security ID: 244199105

Deere & Co.

Meeting Date: 02/27/2019

Record I	Date: 12/31/2018	Meeting Type: Ann	ual		Ticker:	DE			
Primary (CUSIP: 244199105	Primary ISIN: US2441	991054		Primary	SEDOL: 226120	3		Proxy Level: 3
otal Ball	ots: 1	Shares Voted: 200 Voting Policy: UUA		Votable Si	hares: 200		*Shares on Loan: 0		Shares Instructed: 200
roposal lumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Votir Polic	ng Vote y Rec Instri	uction
1a	Elect Director Samuel R. Allen		Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is	is gender and racial dive	rsity on the bo	ard. There i	is at least 30 p	ercent diversity	<u>'</u>		
1b	Elect Director Vance D. Coffm	an	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is	is gender and racial dive	rsity on the bo	ard. There i	is at least 30 p	ercent diversity	<u>'</u> ,		
1c	Elect Director Alan C. Heuberg	jer	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is	is gender and racial dive	rsity on the bo	ard. There is	is at least 30 p	ercent diversity	<i>'.</i>		
1d	Elect Director Charles O. Hollid	day, Jr.	Mgmt	Yes	For	For	For	For	
Iu									
Iu	Voting Policy Rationale: There is	is gender and racial dive	rsity on the bo	ard. There is	is at least 30 p	ercent diversity			



Deere & Co.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1f	Elect Director Michael O. Johan	nns	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1g	Elect Director Clayton M. Jones	5	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>.</i>				
1h	Elect Director Gregory R. Page		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'</i> .				
1 i	Elect Director Sherry M. Smith		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'</i> .				
1j	Elect Director Dmitri L. Stockto	on	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'</i> .				
1k	Elect Director Sheila G. Talton		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nor and racial diversity on the board				more than 2 ρι	ıblic companie.	s.There is gende	er			
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote in review.	FOR this proposal is wa	rranted, as pay	and perfor	mance are reas	sonably aligned	for the year in				
3	Ratify Deloitte & Touche LLP a	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less tha	an 25 percent of total a	oudit fees paid a	are attributa	ble to non-aud	lit work.					
4	Provide Right to Act by Writter	n Consent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote is shareholder rights.	FOR this proposal is wa	rranted given t	hat the abili	ity to act by wr	itten consent v	vould enhance				
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	02/04/2019	Auto-Approved	02/04/2019		200	200
					<u>.</u>			Total Shares:		200	200

Tetra Tech, Inc.

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



Tetra Tech, Inc.

Ballot Details

Institutional Account Detail

(IA Name, IA Number)

Shares Voted: 2,027 Votable Shares: 2.027 Shares Instructed: 2.027 *Shares on Loan: 0 Total Ballots: 1 Voting Policy: UUA Votable Voting Vote Proposal **Proposal Text** Proposal ISS Rec **Policy Rec** Instruction Number Proponent Mgmt Rec 1A Elect Director Dan L. Batrack 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. 1B Elect Director Gary R. Birkenbeuel Mgmt For Against Against Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity. 1C Elect Director Hugh M. Grant Mgmt Against Against Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity. Elect Director Patrick C. Haden 1D Mgmt Against Against Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity. 1E Elect Director J. Christopher Lewis 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. 1F Elect Director Joanne M. Maguire Mgmt Against Against Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity. 1G Elect Director Kimberly E. Ritrievi Mgmt Yes Against Against Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity. Elect Director Albert E. Smith 1H Mgmt Against Against Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity. 1 T Elect Director J. Kenneth Thompson 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. There is at least 30 percent diversity. 1J Elect Director Kirsten M. Volpi Mgmt 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 Mamt Yes For For Officers' Compensation 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 PricewaterhouseCoopers LLP as Mgmt Yes For For For For

Ballot Status

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

Custodian

Account Number

Date

Instructed

Approver

Name

Date

Approved

Votable Shares

Shares Voted

Instructor

Name



Tetra Tech, Inc.

Ballot	Details
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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 Record Date: 01/02/2019	Country: USA Meeting Type: Annual	Primary Se Ticker: AAP	curity ID: 037833100	Meeting ID: 1289730
Primary CUSIP: 037833100	Primary ISIN: US0378331005	Primary SED	DL: 2046251	Proxy Level: 3
	Shares Voted: 56	Votable Shares: 56	*Shares on Loan: 0	Shares Instructed: 56
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director James Bell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rac	cial diversity on the boo	ard. There i	s at least 30 pe	ercent diversity.		
1b	Elect Director Tim Cook	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rad	cial diversity on the boo	ard. There i	s at least 30 pe	ercent diversity.		
1c	Elect Director Al Gore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rac	cial diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Bob Iger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rad	cial diversity on the boo	ard. There i	s at least 30 pe	ercent diversity.		
1e	Elect Director Andrea Jung	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed and racial diversity on the board. There is at least			more than 2 pu	ıblic companies.There	is gender	
1f	Elect Director Art Levinson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rad	cial diversity on the boo	ard. There i	s at least 30 pe	ercent diversity.		
1g	Elect Director Ron Sugar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed and racial diversity on the board. There is at least			more than 2 pu	ıblic companies.There	is gender	
1h	Elect Director Sue Wagner	Mgmt	Yes	For	For	For	For



Apple, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2	Ratify Ernst & Young LLP as Audi	tors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total aud	lit fees paid a	are attributal	ble to non-audi	t work.					
3	Advisory Vote to Ratify Named Ex Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO. at this time. Prior concerns regard. financial performance. CEO Cook's equity award reflects the company award opportunities are large and	ing STIP goal rigor did total reported pay ren 's TSR outperformance	not recur, an nains below to e. Pay for othe	nd payouts u he peer med er NEOs is re	inder the progra dian and vesting	am are substa g of his legacy	ntiated by strong promotional				
4	Proxy Access Amendments		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FO. existing right for shareholders while		-				e company's				
5	Disclose Board Diversity and Qua	lifications	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote AG information regarding the experier suitability for the board; and The qualifications matrix. Furthermore,	nces, qualifications, and company does not app	d attributes of Dear to be lag	f director no ging its peel	minees for sha rs by not disclo	reholders to a sing a board o	ssess their diversity and				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	02/05/2019	Auto-Approved	02/05/2019		56	56

Johnson Controls International Plc

Elect Director Pierre Cohade

1b

Meeting Date: 03/06/2019 Record Date: 01/02/2019		Country: Ireland Meeting Type: Annu	al		Primary Ticker:	Security ID: G51502105	Meeting ID: 1291420	
Primary C	USIP: G51502105	Primary ISIN: IE00BY7	QL619		Primary	SEDOL: BY7QL61		Proxy Level: N/A
Total Ball	ots: 1	Shares Voted: 6,643 Voting Policy: UUA		Votable Sh	ares: 6,643	*Shares on Loa	an: 0	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
	Voting Policy Rationale: There is	gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		

Total Shares:

Against

Against

56

56

Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.

Mgmt

For

For



Johnson Controls International Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1c	Elect Director Michael E. Daniels	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Juan Pablo del Valle Perochena	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 pe	ublic companies.There is gen	der	
1e	Elect Director W. Roy Dunbar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 pe	ublic companies.There is gen	der	
1f	Elect Director Gretchen R. Haggerty	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Simone Menne	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director George R. Oliver	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Jurgen Tinggren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Mark Vergnano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director R. David Yost	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
11	Elect Director John D. Young	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total a	oudit fees paid a	are attributa	ble to non-aud	lit work.		
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to ra	tify the auditor	is warranted	d.			
3	Authorize Market Purchases of Company Shares	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this resolution is warranted as the Board is using share buybacks to redistribute cash to shareholders and all shareholders may participate on equal terms.



Johnson Controls International Plc

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
4	Determine Price Range for Reis Treasury Shares	suance of	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Fi Ireland and no concerns have be		arranted becau	ıse this is a	routine item fo	r companies in	ncorporated in			-	
5	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F responsiveness to last year's low address consecutive years of invi- continue to monitor that issue, in thresholds for the strategic initial one year to three years, address.	say-on-pay vote, mak estor feedback regardi ncentive program chan tive modifier in the ani	ing some impro ng legacy CIC o ges were gene nual incentive p	ovements to arrangemer rally positiv olan and inc	o pay programs nts. However, w e. The committ creased the pen	but failing to phile sharehold while sharehold wee disclosed the	proactively lers should he metrics and	1			
6	Approve the Directors' Authority Shares	to Allot	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F recommended limits.	OR these resolutions is	warranted be	cause the p	proposed amoun	nts and duratio	ons are within th	e			
7	Approve the Disapplication of S Pre-Emption Rights	tatutory	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Frecommended limits.	OR these resolutions is	warranted be	cause the p	roposed amour	nts and duratio	ns are within th	е		-	
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 Record Date: 01/15/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: CBT	: 127055101	Meeting ID: 1292543
Primary CUSIP: 127055101	Primary ISIN: US1270551013		Primary SEDOL: 216250	0	Proxy Level: 3
	Shares Voted: 1,076	Votable Shares	: 1,076	*Shares on Loan: 0	Shares Instructed: 1,076
Total Ballots: 1	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Michael M. Morrow	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.2	Elect Director Sue H. Rataj	Mgmt	Yes	For	For	Against	Against

Voting Policy Rationale: Less than 30% of the board is diverse.



Cabot Corp.

Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.3	Elect Director Frank A. Wilso	n	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less t	than 30% of the board is	s diverse.								
1.4	Elect Director Matthias L. Wo	olfgruber	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less t	than 30% of the board is	s diverse.								
2	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoureasonably aligned at this time	-	a vote FOR this	proposal is	warranted as p	ay and perforr	mance are				
3	Ratify Deloitte & Touche LLP	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less t	than 25 percent of total a	audit fees paid	are attributa	able to non-aud	lit work.					
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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.

Elect Director Safra A. Catz

1c

1d

_	Meeting Date: 03/07/2019 Country: USA Record Date: 01/07/2019 Meeting Type: Annual			Primary Security ID: 254687106 Ticker: DIS					Meeting ID: 1290417	
Primary C	Primary CUSIP: 254687106 Primary ISIN: US2546				Primary	SEDOL: 2270726		Proxy Level: 3		
Total Ballots: 1		Shares Voted: 1,090 Voting Policy: UUA	Votable Share		ares: 1,090	*Shares on Loan: 0		n: 0	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	
	Voting Policy Rationale: There is	gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1b	Elect Director Mary T. Barra		Mgmt	Yes	For	For		For	For	

Elect Director Francis A. deSouza Mgmt Yes For For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Mgmt

Yes

For

For

For

For

For

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



1,090

1,090

1,090

1,090

02/11/2019

Total Shares:

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

The Walt Disney Co.

Rhumbline Custom S&P Index, 6728029082

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1e	Elect Director Michael Froman		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender	er and racial divers.	ity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
1f	Elect Director Robert A. Iger		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender	er and racial divers	ity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
1g	Elect Director Maria Elena Lagomasin	10	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender	er and racial divers.	ity on the boa	ard. There is	s at least 30 pe	rcent diversity.					
1h	Elect Director Mark G. Parker		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender	er and racial divers	ity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
1i	Elect Director Derica W. Rice		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender	er and racial divers.	ity on the boa	ard. There is	s at least 30 pe	rcent diversity.					
2	Ratify PricewaterhouseCoopers LLP a Auditors	as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than 25 p	percent of total aud	dit fees paid a	re attributa	ble to non-audi	t work.					
3	Advisory Vote to Ratify Named Execu Officers' Compensation	utive	Mgmt	Yes	For	Against		Against	Against		
	Officers' Compensation 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.										
4	Report on Lobbying Payments and Po	olicy	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOR the policies and oversight mechanisms, also better assess the risks and benefits as	ong with its trade a	ssociation me	emberships (and payments,	would help sha	-				
5	Assess Feasibility of Cyber Security a Privacy as a Performance Measure fo Executive Compensation		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOR the comprehensive disclosure describing h					•					
Ballot D							_				
		stodian count Number	Ballot State	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Confirmed

6728029082

Auto-Instructed

02/11/2019

Auto-Approved



QUALCOMM, Inc.

Record Date: 01/14/2019

 Meeting Date: 03/12/2019
 Country: USA
 Primary Security ID: 747525103
 Meeting ID: 1292357

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 Shares Instructed: 2,560

Total Ballots: 1 Voting Policy: UUA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Barbara T. Alexander	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divi	ersity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1b	Elect Director Mark Fields	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divi	ersity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1c	Elect Director Jeffrey W. Henderson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 p	ublic companies.There is ge	ender	
1d	Elect Director Ann M. Livermore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divi	ersity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1e	Elect Director Harish Manwani	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 p	ublic companies.There is ge	ender	
1f	Elect Director Mark D. McLaughlin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divi	ersity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1g	Elect Director Steve Mollenkopf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divi	ersity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1h	Elect Director Clark T. "Sandy" Randt, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 p	ublic companies.There is ge	ender	
1i	Elect Director Francisco Ros	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divi	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1j	Elect Director Irene B. Rosenfeld	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divi	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1k	Elect Director Neil Smit	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divi	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.		
11	Elect Director Anthony J. Vinciquerra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divi	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.		

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



QUALCOMM, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
2	Ratify PricewaterhouseCoope Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than 25 percent of total a			are attributa	ble to non-aud	it work.				-	
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is war	ranted as pay	and perform	mance are reaso	onably aligned	at this time.			-	
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	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 Record Date: 01/22/2019	Country: USA Meeting Type: Annual	Primary Secu Ticker: A	ırity ID: 00846U101	Meeting ID: 1294613
Primary CUSIP: 00846U101	Primary ISIN: US00846U1016	Primary SEDOI	L: 2520153	Proxy Level: 3
	Shares Voted: 1,076	Votable Shares: 1,076	*Shares on Loan: 0	Shares Instructed: 1,076
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Hans E. Bishop	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.2	Elect Director Paul N. Clark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.3	Elect Director Tadataka Yamada	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan S	Scorecard evaluation	n (EPSC), a	vote FOR this	proposal is warranted.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. Although 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.



Agilent Technologies, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
4 Ratify PricewaterhouseCoopers LLP as Mgmt Auditors				Yes	For	For		For	For		
Ballot D	Voting Policy Rationale: Less tetails	han 25 percent of total a	audit fees paid a	are attributa	able to non-audi	it work.					
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	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 Record Date: 01/10/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: SBUX	urity ID: 855244109	Meeting ID: 1292549
Primary CUSIP: 855244109	Primary ISIN: US8552441094	Primary SEDO	L: 2842255	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,668 Voting Policy: UUA	Votable Shares: 2,668	*Shares on Loan: 0	Shares Instructed: 2,668
Dranacal		Votable	Votina	Voto

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Rosalind G. Brewer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1b	Elect Director Mary N. Dillon	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 pu	ıblic companies.There is gende	er	
1c	Elect Director Mellody Hobson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 pu	iblic companies.There is gende	er	
1d	Elect Director Kevin R. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1f	Elect Director Satya Nadella	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		



Starbucks Corp.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1g	Elect Director Joshua Cooper Ran	mo	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is go	ender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.					
1h	Elect Director Clara Shih		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is go	ender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.					
1i	Elect Director Javier G. Teruel		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominand racial diversity on the board.				more than 2 pu	blic companies	s.There is gende	pr			
1j	Elect Director Myron E. Ullman, I	II	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is go	ender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.	:				
2	Advisory Vote to Ratify Named Ex Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO										
3	Ratify Deloitte & Touche LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total au	dit fees paid a	are attributa	ble to non-audi	t work.					
4	Adopt a Policy on Board Diversity	,	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote AG director qualifications matrix which nominees; and- The company doe. The practice does not appear to be	n provides information s not appear to be lag	regarding the ging its peers	e experience	s, qualifications	, and attribute	es of director				
5	Report on Sustainable Packaging		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOI company's targets and initiatives for packaging.										
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	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 Record Date: 01/22/2019	Country: USA Meeting Type: Annual	Primary Security ID: 49338L103 Ticker: KEYS	Meeting ID: 1293932
Primary CUSIP: 49338L103	Primary ISIN: US49338L1035	Primary SEDOL: BQZJ0Q9	Proxy Level: 3



Keysight Technologies, Inc.

Total Balle	ots: 1	Shares Voted: 1,360 Voting Policy: UUA		Votable S	hares: 1,360		*Shares on Lo	oan: 0	;	Shares Instructed: 1	,360
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.1	Elect Director James G. Cullen	ı	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	least one mind	ority director	Less than 30%	of the board	is diverse.				
1.2	Elect Director Jean M. Hallora	n	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	least one mind	ority director	Less than 30%	of the board	is diverse.				
2	Ratify PricewaterhouseCooper Auditors	s LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th										
3	Advisory Vote to Ratify Named Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns are identified		rranted as pay	and perform	mance are reas	onably aligned,	, and no				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	c 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 Record Date: 02/13/2019	Country: Curacao Meeting Type: Annual	Primary Secu Ticker: SLB	rity ID: 806857108	Meeting ID: 1297469
Primary CUSIP: 806857108	Primary ISIN: AN8068571086	Primary SEDOL	: 2779201	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 4,442 Voting Policy: UUA	Votable Shares: 4,442	*Shares on Loan: 0	Shares Instructed: 4,442
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS	Voting Rec Policy Rec	Vote Instruction

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
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Miguel M. Galuccio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		

voting , one, readonate. There is general and recast arrestly on the board. There is at read 50 percent diversity.



Schlumberger Limited

burn rate is reasonable.

1c		Proponent	Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
	Elect Director Paal Kibsgaard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Nikolay Kudryavtsev	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Tatiana A. Mitrova	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Indra K. Nooyi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Lubna S. Olayan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-t and racial diversity on the board. There is at least 30 pc			more than 2 pu	ıblic companies.There is gende	pr	
1h	Elect Director Mark G. Papa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Leo Rafael Reif	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Henri Seydoux	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent 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 wal committee engaged with investors and made positive confictive performance criteria for annual incentives and measurement periods to three years. While the comparate	hanges to com I implementation In continues to With negative s	pensation pl on of a TSR benchmark shareholder l	rograms, includ modifier to effor compensation returns over th	ding increased emphasis on ectively lengthen performance above the median, citing e long-term. Further, the		
3	Adopt and Approve Financials and Dividends	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: In the absence of any concerns warranted.	over the com	pany's finand	cial statements	, a vote FOR this proposal is		
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total at	udit fees paid a	are attributa	ble to non-aud	it work.		
5	Amend Non-Employee Director Restricted Stock Plan	Mgmt	Yes	For	For	For	For



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 Record Date: 02/12/2019	- · · · · · · · · · · · · · · · · · · ·		ırity ID: 382550101	Meeting ID: 1304450
Primary CUSIP: 382550101	Primary ISIN: US3825501014	Primary SEDOI	L: 2378200	Proxy Level: 3
	Shares Voted: 2,490	Votable Shares: 2,490	*Shares on Loan: 0	Shares Instructed: 2,490
Total Ballots: 2	Voting Policy: UUA			

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



The Goodyear Tire & Rubber Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1j	Elect Director Stephanie A. Streeter	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1k	Elect Director Thomas H. Weidemeyer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	s diverse.					
11	Elect Director Michael R. Wessel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	s diverse.					
1m	Elect Director Thomas L. Williams	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	s diverse.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although a concern is noted, reasonably aligned at this time.	a vote FOR this	proposal is I	warranted as p	pay and performance are		
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total	audit fees paid a	are attributa	ble to non-aud	dit work.		
4	Require Independent Board Chairman	SH	Yes	Against	Against	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	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 Record Date: 02/12/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: BK	: 064058100	Meeting ID: 1304599
Primary CUSIP: 064058100	Primary ISIN: US0640581007		Primary SEDOL: B1Z77F	6	Proxy Level: 4
	Shares Voted: 4,076	Votable Shares	: 4,076	*Shares on Loan: 0	Shares Instructed: 4,076
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 Steven D. Black	Mgmt	Yes	For	For	For	For



The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1b	Elect Director Linda Z. Cook	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1c	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1d	Elect Director Edward P. Garden	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1e	Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1f	Elect Director John M. Hinshaw	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1g	Elect Director Edmund F. "Ted" Kelly	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	at least 30 pe	rcent diversity.				
1h	Elect Director Jennifer B. Morgan	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1i	Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1j	Elect Director Charles W. Scharf	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	at least 30 pe	rcent diversity.				
1k	Elect Director Samuel C. Scott, 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.								
11	Elect Director Alfred "Al" W. Zollar	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.								
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		



Meeting ID: 1301553

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

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruc	tion		
4	Provide Right to Act by Less t Written Consent	han Unanimous	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote shareholder meetings, and bec received significant support at	rause the proposal demor	strates the bo							_		
5	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.											
6	Report on Gender Pay Gap		SH	Yes	Against	For		For	For			
	Voting Policy Rationale: A vote the company's existing diversit to better measure the progress	y initiatives. Additionally,	shareholders	would bene	fit from addition		-			_		
Ballot D	onal Account Detail	Custodian			Instructor	Date	Approver	Date				
(IA Name	e, IA Number)	Account Number	Ballot Stat	us	Name	Instructed	Name	Approved		Votable Shares	Shares Voted	
Rhumbline	e 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

Record Date: 02/13/2019

Primary (CUSIP: 00724F101	Primary ISIN: US00724	F1012		Primary	SEDOL: 2008154		Proxy Level: 3		
Total Bal	ots: 2	Shares Voted: 4,765 Voting Policy: UUA		Votable Sh	nares: 4,765	*Sha	res on Loan: 0		Shares Instructed: 4,765	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Re	Vote c Instruc	ion	
1a	Elect Director Amy L. Banse		Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is	gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			-	
1b	Elect Director Frank A. Caldero	ni	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The non and racial diversity on the board				more than 2 pu	ublic companies.There	e is gender		-	
1c	Elect Director James E. Daley		Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is	-								
1d	Elect Director Laura B. Desmon	d	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									

Primary Security ID: 00724F101

Ticker: ADBE



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
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1f	Elect Director Shantanu Narayen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1g	Elect Director Kathleen Oberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		
1h	Elect Director Dheeraj Pandey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		
1i	Elect Director David A. Ricks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		
1j	Elect Director Daniel L. Rosensweig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		
1k	Elect Director John E. Warnock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Scored	card evaluation	n (EPSC), a ı	ote FOR this p	proposal is warranted.		
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributal	ble to non-audi	t work.		
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn time. However, concerns remain regarding the lack of fu annual incentives.			•	, -		
5	Report on Gender Pay Gap	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn allowing them to better measure the progress of the con- proposal should serve to further strengthen the company	mpany's divers	sity and inclu	ısion initiatives			

Ballot Details

Institutional Account Detail (IA Name, 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	03/18/2019	550	550
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	03/18/2019	Auto-Approved	03/18/2019	4,215	4,215
			_			Total Shares:	4,765	4,765



Shares Instructed: 2,196

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 on Loan: 0

Votable Shares: 2,196

Total Ballots: 2 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is warn is reasonable, and there are no substantial concerns abo	,	,		prized shares of common stock					
2	Issue Shares in Connection with Arrangement Agreement	Mgmt	Yes	For	For	For	For			
	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.									
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is warn	ranted aiven s	unport for Ti	tems 1 and 2 is	s warranted.					

Shares Voted: 2,196

Ballot Details

Institutional Account Detail (IA Name, 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	03/26/2019	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 Record Date: 03/01/2019	•		Primary Security ID: Ticker: BMY	110122108	Meeting ID: 1298108	
Primary CUSIP: 110122108	mary CUSIP: 110122108 Primary ISIN: US1101221083			5	Proxy Level: 5	
	Shares Voted: 3,104	: 3,104	*Shares on Loan	Shares Instructed: 3,104		
Total Ballots: 2	Voting Policy: UUA					
Proposal Number Proposal Text	Proponent	Votable Proposal Mg	mt Rec ISS Rec		Voting Policy Rec	Vote Instruction

Management Proxy Mgmt



Bristol-Myers Squibb Company

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1	Issue Shares in Connection wi	th Merger	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: The pro Considering the company's curr of drug development, support F	ent situation and the la	ack of assuredly								
2	Adjourn Meeting		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal is wa		arranted, as sup	pport for the	underlying tra	nsaction is wai	rranted.				
	Dissident Proxy (Blue Proxy Ca	ard)	Mgmt	No							
1	Issue Shares in Connection wi	th Merger	Mgmt	Yes	Against	Do Not Vote		Do Not Vote	Do Not Vote		
	Voting Policy Rationale: DO NO	T VOTE on this card.									
2	Adjourn Meeting		Mgmt	Yes	Against	Do Not Vote		Do Not Vote	Do Not Vote		
	Voting Policy Rationale: DO NO	T VOTE on this card.									
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	03/29/2019	Auto-Approved	03/29/2019		2,980	2,980
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	03/29/2019	Auto-Approved	03/29/2019		124	124

Citigroup Inc.

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

Total Shares:

3,104

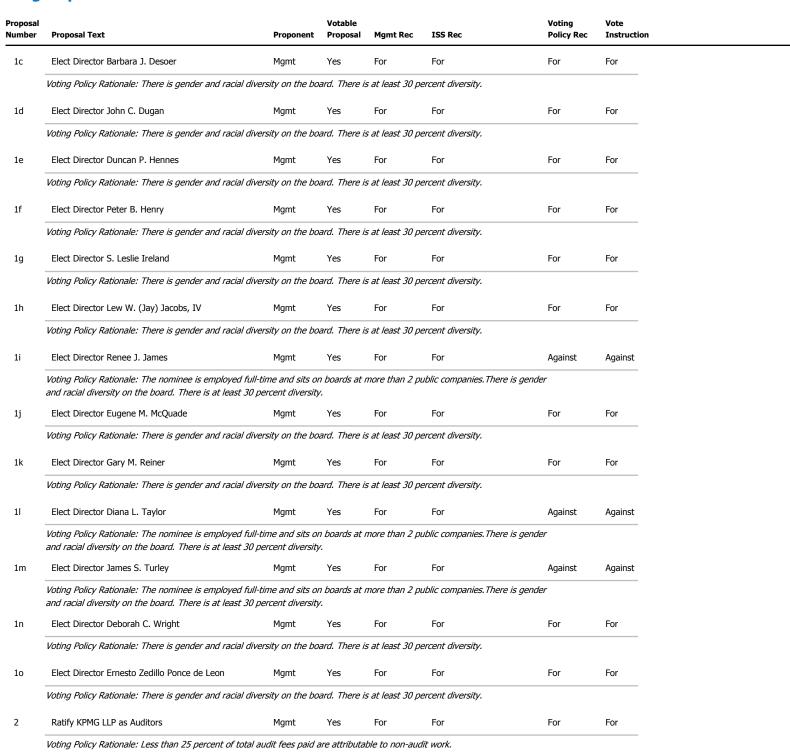
3,104

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael L. Corbat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	s at least 30 pe	rcent diversity.		
1b	Elect Director Ellen M. Costello	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Citigroup Inc.





Citigroup Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
3	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For		
	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.										
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on	the Equity Plan Scorec	ard evaluatio	n (EPSC), a	vote FOR this ,	proposal is warra	anted.				
5	Amend Proxy Access Right		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC limit would improve the company				limination of the	e 20 shareholde	r aggregation				
6	Prohibit Accelerated Vesting of A Pursue Government Service	wards to	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC an executive's personal decision to arrangements to enter into govern	o enter government se	rvice. Moreov	er, policies p	providing for sp	pecial compensa	tion	h			
7	Reduce Ownership Threshold for Shareholders to Call Special Mee		SH	Yes	Against	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 D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	03/22/2019	Auto-Approved	03/22/2019		4,190	4,190

Fifth Third Bancorp

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

Total Shares:

4,190

4,190



Fifth Third Bancorp

Shares Voted: 421 Votable Shares: 421 Shares Instructed: 421 *Shares on Loan: 0 Total Ballots: 1 Voting Policy: UUA Votable Voting Vote Proposal **Proposal Text Mgmt Rec** Proposal ISS Rec **Policy Rec** Instruction Number Proponent Elect Director Nicholas K. Akins 1.1 Mgmt Yes 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 B. Evan Bayh, III Mgmt Yes 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. 1.3 Elect Director Jorge L. Benitez For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.4 Elect Director Katherine B. Blackburn Mamt For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Emerson L. Brumback 1.5 Mgmt 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 Jerry W. Burris Yes Mgmt 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 Greg D. Carmichael 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 C. Bryan Daniels Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.9 Elect Director Thomas H. Harvey 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 Gary R. Heminger Mgmt Yes 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 Jewell D. Hoover 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 Eileen A. Mallesch Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.13 Elect Director Michael B. McCallister Mamt For For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



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
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	re attributa	ble to non-audi	it 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 warn	anted as pay	and perform	nance are reaso	onably aligned at this time.		
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	Voting Policy Rationale: A vote FOR the adoption of an A	INNUAL say-o	n-pay freque	ency is warrant	ed.		
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Scored	ard evaluation	n (EPSC), a	vote FOR this p	proposal is warranted.		
6	Authorize New Class of Preferred Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn to amend their articles of incorporation to create and au Moreover, the company states that the Class B Preferred purposes or for the purpose of implementing any shareh	thorize for issa Stock will no	uance a new t be issued o	class of blank	check preferred stock.		
Ballot D	etails						

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 Record Date: 02/19/2019	•		Primary Security ID: Ticker: USB	902973304	Meeting ID: 1302805
Primary CUSIP: 902973304	Primary ISIN: US9029733048		Primary SEDOL: 273603	5	Proxy Level: 3
Total Ballots: 1	Shares Voted: 5,446 Voting Policy: UUA	Votable Shares	: 5,446	*Shares on Loan: 0	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

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



U.S. Bancorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1b	Elect Director Dorothy J. Bridges	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1c	Elect Director Elizabeth L. Buse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		
1d	Elect Director Marc N. Casper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1e	Elect Director Andrew Cecere	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1f	Elect Director Arthur D. Collins, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ting and racial diversity on the board. There is at least 30 pe			more than 2 pu	blic companies.There is gende	er	
1g	Elect Director Kimberly J. Harris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1h	Elect Director Roland A. Hernandez	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ting and racial diversity on the board. There is at least 30 pe			more than 2 pu	blic companies.There is gende	er	
1i	Elect Director Doreen Woo Ho	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		
1j	Elect Director Olivia F. Kirtley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		
1k	Elect Director Karen S. Lynch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
11	Elect Director Richard P. McKenney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1m	Elect Director Yusuf I. Mehdi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		
1n	Elect Director David B. O'Maley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		
10	Elect Director O'dell M. Owens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		



Meeting ID: 1308096

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 Instruct	ion	
1p	Elect Director Craig D. Schnuck	<	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial diver	sity on the bo	ard. There i	s at least 30 pe	ercent diversity	:				
1q	Elect Director Scott W. Wine		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nor and racial diversity on the board				more than 2 pu	ıblic companies	s.There is gende	er			
2	Ratify Ernst & Young LLP as Au	uditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less that	an 25 percent of total au	ıdit fees paid a	are attributa	ble to non-audi	it work.					
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote I	FOR this proposal is war	ranted, as pay	and perform	mance are reas	onably aligned	at this time.				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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.

Country: USA

Meeting Type: Annual

Meeting Date: 04/17/2019

Record Date: 03/01/2019

Primary (CUSIP: 68555P100 Primary IS	SIN: US68555P1003		Primary	SEDOL: B19FR01		Proxy Level: 3
	Shares Voi	ted: 11,379	Votable S	hares: 11,379	*Sh	ares on Loan: 0	Shares Instructed: 11,379
otal Bal	ots: 1 Voting Pol	icy: UUA					
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
	Voting Policy Rationale: The board does not nominee is employed full-time and sits on bo		,		% of the board is dive	erse.The	
1.2	Elect Director Karen Gould	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not	include at least one mind	ority director	Less than 30%	% of the board is dive	erse.	
			Yes	For	For	For	For

Primary Security ID: 68555P100

Ticker: ORBC



ORBCOMM, Inc.

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction	
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For	
Ballot D	Voting Policy Rationale: A vote significant concerns are identification		arranted as pay	and perform	mance are reas	onably aligned	and no			
Institutio	nal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	cus	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Inve	stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	03/22/2019	Auto-Approved	03/22/2019	11,379	11,379
								Total Shares:	11,379	11,379

Votable

Voting

Vote

Sonoco Products Co.

Meeting Date: 04/17/2019 Record Date: 02/27/2019	Country: USA Meeting Type: Annual	Primary Securi Ticker: SON	ty ID: 835495102	Meeting ID: 1308134		
Primary CUSIP: 835495102	Primary ISIN: US8354951027	Primary SEDOL:	Proxy Level: 3			
Total Ballots: 1	Shares Voted: 2,900 Voting Policy: UUA	Votable Shares: 2,900	*Shares on Loan: 0	Shares Instructed: 2,900		
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS Re	Voting ec Policy Rec	Vote Instruction		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Pamela L. Davies	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1.2	Elect Director Theresa J. Drew	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.3	Elect Director Philippe Guillemot	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-tinand racial diversity on the board. There is at least 30 per			nore than 2 pu	blic companies.There is gende	er	
1.4	Elect Director John R. Haley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1.5	Elect Director Richard G. Kyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1.6	Elect Director Robert C. Tiede	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Sonoco Products Co.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.7	Elect Director Thomas E. Whi	iddon	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
2	Ratify PricewaterhouseCoope Auditors	ers, LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less to	han 25 percent of total a	audit fees paid a	are attributa	ble to non-aud	it work.					
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	arranted as pay	and perform	mance are reaso	onably aligned	at this time.				
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based	on the Equity Plan Scor	recard evaluation	n (EPSC), a	vote FOR this p	oroposal is wai	rranted.				
5	Adopt Simple Majority Vote		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote enhances shareholder rights.	e FOR this proposal is wa	arranted given t	hat eliminat	tion of the supe	rmajority vote	requirement				
Ballot D	etails										
	nal Account Detail ,, IA Number)	Custodian Account Number	Ballot Stat	us	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	03/26/2019		2,900	2,900
								Total Shares	:	2,900	2,900

Owens Corning

Meeting Date: 04/18/2019 Record Date: 02/19/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: OC	690742101	Meeting ID: 1307461
Primary CUSIP: 690742101	Primary ISIN: US6907421019		Primary SEDOL: B1FW70	Q2	Proxy Level: 3
Total Ballots: 1	Shares Voted: 612 Voting Policy: UUA	Votable Shares	612	*Shares on Loan: 0	Shares Instructed: 612

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1A	Elect Director Adrienne D. Elsner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1B	Elect Director J. Brian Ferguson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		



Owens Corning

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1C	Elect Director Ralph F. Hake		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>			-	
1D	Elect Director Edward F. Lonerga	an	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>/.</i>				
1E	Elect Director Maryann T. Manne	en	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>/</i> .				
1F	Elect Director W. Howard Morris		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>/.</i>				
1G	Elect Director Suzanne P. Nimocl	ks	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1H	Elect Director Michael H. Thamai	n	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>/</i> .				
1I	Elect Director John D. Williams		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>i.</i>				
2	Ratify PricewaterhouseCoopers L Auditors	LP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total au	ıdit fees paid a	are attributa	able to non-aud	lit work.					
3	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although are reasonably aligned at this time		, a vote FOR t	his proposa	l is warranted g	given that pay	and performand	ce			
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on	the Equity Plan Scored	card evaluation	n (EPSC), a	vote FOR this ,	proposal is wai	rranted.				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	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	03/26/2019		612	612

Total Shares:

612

612



PPG Industries, Inc.

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director James G. Berges	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There i	s at least 30 pc	ercent diversity.		
1.2	Elect Director John V. Faraci	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed fu and racial diversity on the board. There is at least 30			more than 2 po	ublic companies.There	e is gender	
1.3	Elect Director Gary R. Heminger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed fu and racial diversity on the board. There is at least 30			more than 2 pe	ublic companies.There	e is gender	
1.4	Elect Director Michael H. McGarry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There i	s at least 30 pe	ercent diversity.		
2.1	Elect Director Steven A. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2.2	Elect Director Catherine R. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There i	s at least 30 pe	ercent diversity.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is w	varranted, as pay	and perform	mance appear	reasonably aligned at	this time.	
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is v demonstrates a commitment to shareholders' interes				ity to shareholders and	d	
5	Reduce Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wenhances shareholder rights.	varranted given t	that the redu	uction in the su	permajority vote requ	irement	
6	Ratify PricewaterhouseCoopers LLP as Auditor	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	03/21/2019	Auto-Approved	03/21/2019	740	740



PPG Industries, Inc.

Total Shares: 740 740

The AES Corporation

Meeting Date: 04/18/2019	Country: USA	Primary S	Security ID: 00130H105	Meeting ID: 1303762
Record Date: 02/26/2019	Meeting Type: Annual	Ticker: A	ES	
Primary CUSIP: 00130H105	Primary ISIN: US00130H1059	Primary Si	EDOL: 2002479	Proxy Level: 3
	Shares Voted: 4,280	Votable Shares: 4,280	*Shares on Loan: 0	Shares Instructed: 4,280
Total Ballots: 1	Voting Policy: UUA			
Proposal		Votable	Voting	Vote
Number Proposal Text	Proponent	Proposal Mgmt Rec	ISS Rec Policy Rec	Instruction

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director Janet G. Davidson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1.2	Elect Director Andres R. Gluski	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tinand racial diversity on the board. There is at least 30 per			more than 2 pu	ıblic companies.There is gende	er	
1.3	Elect Director Charles L. Harrington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1.4	Elect Director Tarun Khanna	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1.5	Elect Director Holly K. Koeppel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.6	Elect Director James H. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1.7	Elect Director Alain Monie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1.8	Elect Director John B. Morse, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1.9	Elect Director Moises Naim	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.10	Elect Director Jeffrey W. Ubben	Mgmt	Yes	For	For	For	For



4,280

4,280

4,280

4,280

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

The AES Corporation

Rhumbline Custom S&P Index, 6728029082

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
2	Advisory Vote to Ratify Named E. Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO	R this proposal is warr	anted, as pay	and perfori	mance are reas	onably aligned	at this time.			_	
3	Ratify Ernst & Young LLP as Audi	itor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total aud	dit fees paid a	re attributa	ble to non-audi	t work.				_	
Ballot D	etails										
	nal Account Detail c, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Auto-Instructed

03/19/2019 Auto-Approved

03/19/2019

Total Shares:

American Electric Power Co., Inc.

6728029082

Confirmed

Meeting Date: 04/23/2019 Record Date: 02/25/2019	Country: USA Meeting Type: Annual		rimary Security ID: 025537101 icker: AEP	Meeting ID: 1306403
Primary CUSIP: 025537101	Primary ISIN: US0255371017	P	rimary SEDOL: 2026242	Proxy Level: 3
	Shares Voted: 113	Votable Shares: 1	13 *Shares on Loan: 0	Shares Instructed: 113
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1.1	Elect Director Nicholas K. Akins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.2	Elect Director David J. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.3	Elect Director J. Barnie Beasley, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.4	Elect Director Ralph D. Crosby, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.5	Elect Director Linda A. Goodspeed	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.6	Elect Director Thomas E. Hoaglin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		

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

Institutional Account Detail

Socially Responsible Investing, 6728029075

(IA Name, IA Number)



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 Instruct
1.7	Elect Director Sandra Beach Lin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.8	Elect Director Margaret M. McCarthy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-t and racial diversity on the board. There is at least 30 pc			more than 2 pe	ublic companies.There is gend	ler	
1.9	Elect Director Richard C. Notebaert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.10	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.11	Elect Director Stephen S. Rasmussen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.12	Elect Director Oliver G. Richard, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-t and racial diversity on the board. There is at least 30 pc			more than 2 pt	ublic companies.There is gend	ler	
1.13	Elect Director Sara Martinez Tucker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total at	udit fees paid a	are attributa	ble to non-aud	lit work.		
3	Eliminate Preemptive Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wal issuance of shares in a timely manner.	ranted given t	hat the elim	ination of pree	emptive rights will facilitate the	?	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wal	ranted as pay	and perforn	nance appear i	reasonably aligned at this time	· · · · · · · · · · · · · · · · · · ·	
Ballot [Details						

Ballot Status

Confirmed

Custodian

6728029075

Account Number

Instructor

Auto-Instructed

Name

Date

Instructed

03/19/2019

Approver Name

Auto-Approved

Date

Approved

03/24/2019

Total Shares:

Votable Shares

113

Shares Voted

113

113



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 Shares Instructed: 1,380

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 Ralph W. Babb, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.2	Elect Director Michael E. Collins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.3	Elect Director Roger A. Cregg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.4	Elect Director T. Kevin DeNicola	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.5	Elect Director Curtis C. Farmer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.6	Elect Director Jacqueline P. Kane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.7	Elect Director Richard G. Lindner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.8	Elect Director Barbara R. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.9	Elect Director Robert S. Taubman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.10	Elect Director Reginald M. Turner, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.11	Elect Director Nina G. Vaca	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tinand racial diversity on the board. There is at least 30 per			nore than 2 pu	blic companies.There is gende	er	
1.12	Elect Director Michael G. Van de Ven	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		



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 au	dit fees paid a	are attributa	ble to non-audi	t 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 warn under review.	ranted as pay	and perform	nance are reasc	nnably aligned for the year		

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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 Record Date: 02/22/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: HPQ	urity ID: 40434L105	Meeting ID: 1299407
Primary CUSIP: 40434L105	Primary ISIN: US40434L1052	Primary SEDO	L: BYX4D52	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,730	Votable Shares: 2,730	*Shares on Loan: 0	Shares Instructed: 2,730
lotal Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Aida M. Alvarez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Shumeet Banerji	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Robert R. Bennett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tand racial diversity on the board. There is at least 30 pe			more than 2 pu	ublic companies.There is gend	ler	
1d	Elect Director Charles "Chip" V. Bergh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Stacy Brown-Philpot	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



HP Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1f	Elect Director Stephanie A. Bu	urns	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There i	is at least 30 pe	ercent diversity	/.				
1g	Elect Director Mary Anne Citri	ino	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The no and racial diversity on the boar	, ,			more than 2 pu	ıblic companie	s.There is gena	ler			
1h	Elect Director Yoky Matsuoka		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>/.</i>				
1i	Elect Director Stacey Mobley		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>/.</i>				
1j	Elect Director Subra Suresh		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1k	Elect Director Dion J. Weisler		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'</i> .				
2	Ratify Ernst & Young LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less ti	han 25 percent of total a	nudit fees paid a	are attributa	able to non-aud	it work.					
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote at this time.	FOR this proposal is wa	erranted, as CEC	O pay and c	ompany perfori	mance are reas	sonably aligned	1			
4	Require Independent Board C	Chairman	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote board.	FOR this proposal is wa	nrranted given t	he importar	nce of having ar	n independent	chairman of th	е			
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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



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

Votable Voting Vote Proposal **Proposal Text** Proposal ISS Rec **Policy Rec** Instruction Number Proponent Mgmt Rec 1a Elect Director Jeffrey L. Berenson 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 Michael A. Cawley Mgmt 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 James E. Craddock Mgmt Against Against Against 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. 1d Elect Director Barbara J. Duganier Against Against Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. Elect Director Thomas J. Edelman 1e Mgmt Against Against Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. 1f Elect Director Holli C. Ladhani Mgmt Yes For Against Against Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. Elect Director David L. Stover 1g Mamt Against Against Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. 1h Elect Director Scott D. Urban Mgmt Yes For Against Against Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. 1i Elect Director William T. Van Kleef Mgmt Against Against Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. Ratify KPMG LLP as Auditor Mgmt For For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work. Advisory Vote to Ratify Named Executive Mgmt Against Against Against Officers' Compensation 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. Amend Omnibus Stock Plan For Mgmt Yes For

Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.



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 Record Date: 02/25/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: NTRS	urity ID: 665859104	Meeting ID: 1306017
Primary CUSIP: 665859104	Primary ISIN: US6658591044	Primary SEDO	L: 2648668	Proxy Level: 4
Total Ballots: 2	Shares Voted: 1,002 Voting Policy: UUA	Votable Shares: 1,002	*Shares on Loan: 0	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 f and racial diversity on the board. There is at least 3			more than 2 p	ublic companies.There is g	ender					
1b	Elect Director Susan Crown	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There	is at least 30 p	ercent 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 of	diversity on the bo	ard. There	is at least 30 p	ercent 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 of	diversity on the bo	ard. There	is at least 30 p	ercent diversity.						



Northern Trust Corp.

(IA Name, IA Number)

Rhumbline Custom S&P Index, 6728029082

Socially Responsible Investing, 6728029075

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
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Martin P. Slark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director David H. B. Smith, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
11	Elect Director Donald Thompson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1m	Elect Director Charles A. Tribbett, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent 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 war	ranted as pay	and perform	nance are reaso	onably aligned.		
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	it work.		
4	Report on Political Contributions	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is wa contributions, including payments to trade associations, shareholders to better assess associated risks.	•					
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 warmeeting would improve shareholder rights.	ranted as the l	reduction to	a 15 percent t	threshold to call a special		
Ballot D							
Institutio	onal Account Detail Custodian	D-U-1 C1-1		Instructor	Date Approver	Date	Valentia Channe

Ballot Status

Confirmed

Confirmed

Account Number

6728029082

6728029075

Name

Auto-Instructed

Auto-Instructed

Instructed

03/22/2019

03/22/2019

Auto-Approved

Auto-Approved

Approved

03/24/2019

03/24/2019

Total Shares:

Votable Shares

950

52

1,002

Shares Voted

950

52

1,002



Shares Instructed: 173

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

Shares Voted: 173

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

Votable Shares: 173

*Shares on Loan: 0

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Agnes Bundy Scanlan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.2	Elect Director Dallas S. Clement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1.3	Elect Director Paul D. Donahue	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1.4	Elect Director Paul R. Garcia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1.5	Elect Director Donna S. Morea	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1.6	Elect Director David M. Ratcliffe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1.7	Elect Director William H. Rogers, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1.8	Elect Director Frank P. Scruggs, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1.9	Elect Director Bruce L. Tanner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1.10	Elect Director Steven C. Voorhees	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 p	ercent 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 waligned.	varranted, as at i	this time pay	and performa	ance appear to be reasonab	ly	
3	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For



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 Record Date: 02/01/2019	Country: USA Meeting Type: Annual	Primary Seco	urity ID: 693475105	Meeting ID: 1305808
Primary CUSIP: 693475105	Primary ISIN: US6934751057	Primary SEDO	L: 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 Instruct
1.1	Elect Director Joseph Alvarado	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.2	Elect Director Charles E. Bunch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.3	Elect Director Debra A. Cafaro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.4	Elect Director Marjorie Rodgers Cheshire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.5	Elect Director William S. Demchak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.6	Elect Director Andrew T. Feldstein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.7	Elect Director Richard J. Harshman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.8	Elect Director Daniel R. Hesse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.9	Elect Director Richard B. Kelson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Pationals, The namines is applead full time	na and sita an	. baarda at u	nava than 2 ni	blic companies Thore is sands		

Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.

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



The PNC Financial Services Group, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1.10	Elect Director Linda R. Medler		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'.</i>			-	
1.11	Elect Director Martin Pfinsgraff		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'.</i>			-	
1.12	Elect Director Toni Townes-Wh	nitley	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'.</i>			-	
1.13	Elect Director Michael J. Ward		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'.</i>			-	
2	Ratify PricewaterhouseCoopers	LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less that	an 25 percent of total of	audit fees paid a	are attributa	able to non-aud	it work.				-	
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote I incentive program may raise sha						-			-	
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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: 949	Meeting ID: 1306823					
Record Date: 02/26/2019 Meeting Type: Annual Ticker: WFC				WFC						
Primary CUSIP: 949746101 Primary ISIN: US9497461015			161015	Primary SEDOL: 2649100					Proxy Level: 3	
		Shares Voted: 115		Votable Sh	ares: 115	*SI	hares on Loan	: 0	Shares Instructed: 115	
Total Ballo	ots: 1	Voting Policy: UUA								
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		oting Policy Rec	Vote Instruction	
1a	Elect Director John D. Baker, II		Mgmt	Yes	For	For	F	or	For	

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

1b Elect Director Celeste A. Clark Mgmt Yes For For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

For

For



Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Elizabeth A. "Betsy" Duke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Wayne M. Hewett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Donald M. James	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Maria R. Morris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Juan A. Pujadas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director James H. Quigley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Ronald L. Sargent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director C. Allen Parker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
11	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is gender and racial diver employed full-time and sits on boards at more than 2 p.	•		s at least 30 pe	ercent diversity.The nominee i	S	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: CEO total pay is not based on a discretion guided by performance assessments. Investo assessed when evaluating pay-for-performance linkage. institutions such as Wells Fargo, the market has shifted reduce discretionary elements in recent years in respondommittee's discretion is normally cause for concern; he pay-for-performance misalignment for the year in review performance criteria once granted. Lastly, former CEO sin connection with his recently-announced retirement. Cadvised to closely monitor the company's discretionary in the align going forward.	rs increasingly While discreti since say-on-p se to shareholo owever, their a w. It is also a p Sloan is not en On balance, a w	prefer objectionary programmer pr	ctive determina ams remain co ndated, and ma k. CEO total pa have not resul that the entire special treatm s proposal is w	ntions that can be readily mmon among large financial any boards have taken steps to being determined at the late in a quantitative attractive to incentives have ent or additional compensationarranted. Shareholders are		
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For



115

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 Instruct	tion	
4	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less to	han 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	lit work.				-	
5	Report on Incentive-Based Co Risks of Material Losses	ompensation and	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote employee incentive compensationad-based employee incentive the company.	tion programs that could l	lead to materia	al losses due	e to excessive r	risk taking, give	en that	•			
6	Report on Global Median Gen	der Pay Gap	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote existing diversity initiatives. Ad achieving gender pay parity, it actions.	lditionally, given that othe	er companies h	have shown .	support for elin	minating inequa	ality on pay and			-	
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Auto-Instructed

04/03/2019

Auto-Approved

04/03/2019

Total Shares:

Ball Corporation

Socially Responsible Investing, 6728029075

6728029075

Meeting Date: 04/24/2019	Country: USA	Primar	y 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	Shares Instructed: 1,370
Total Ballots: 1	Voting Policy: UUA			
Proposal		Votable	Voting	Vote

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
	Voting Policy Rationale: WITHHOLD votes from all directs Business law that resulted in a perpetually-classified boar least 30 percent diversity.			,			
1.2	Elect Director Georgia R. Nelson	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. 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.

Confirmed



Ball Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.3	Elect Director Cynthia A. Niekamp	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes from all dire Business law that resulted in a perpetually-classified by 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 a	audit fees paid a	are attributa	ble to non-aud	dit 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 we representatives from the company met with investors. The company indicates the low vote was primarily due acquisition-related grants made in FY2017. In respons future and to reporting back to shareholders with the certain concerns remain regarding the company's goal reasonably aligned for the year in review.	to understand to to a substantia e, the board co results of that e	the concerns al shareholde mmitted to e evaluation in	that led to the er's concern re evaluating the the 2020 prox	e relatively low support level. garding special use of the program in the ry statement.Additionally, while		

Ballot Details

Institutional Account Detail (IA Name, 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
Total Ballots: 2	Shares Voted: 10,496 Voting Policy: UUA	Votable Shares: 10,496		*Shares on Loan: 0	Shares Instructed: 10,496

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Sharon L. Allen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Susan S. Bies	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Jack O. Bovender, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		



Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1d	Elect Director Frank P. Bramble, Sr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1e	Elect Director Pierre J.P. de Weck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1f	Elect Director Arnold W. Donald	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1g	Elect Director Linda P. Hudson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1h	Elect Director Monica C. Lozano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1i	Elect Director Thomas J. May	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1j	Elect Director Brian T. Moynihan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1k	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
11	Elect Director Clayton S. Rose	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1m	Elect Director Michael D. White	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is gender and racial diversemployed full-time and sits on boards at more than 2 put	•		at least 30 pe	rcent diversity.The nominee is	5	
1n	Elect Director Thomas D. Woods	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
10	Elect Director R. David Yost	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1p	Elect Director Maria T. Zuber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		



Bank of America Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: The exe each NEO's total annual pay is u assessments. Investors increasing formula-driven determinations to programs are common among leand many companies have taken Total pay being determined at the resulted in a quantitative pay-foconsistent metrics, and the major are growth-based and clearly disshareholders are advised to more into question should CEO pay and	Itimately determined dis- ngly prefer incentive pro- nat can be readily asses- nge financial institutions in steps to reduce discretion reperformance misaligning prity of equity incentives sclosed. Therefore, on be- nitor the company's ince	scretionarily, a ograms to min. sed when eva s such as BAC, tionary elemen in is normally ment for the y s carry performalance, a vote entive pay stru	although gui imize comm. luating pay- the market nts in recent cause for co ear in revieu nance criten FOR this pro cture, as the	ided by wide-raittee discretion for-performanc t has shifted sin t years in respo oncern; howeve w. Also, the ass ia once granted oposal is warrai e heavy reliance	nging performation favor of mone linkage. Whin the say-on-payense to sharehor, their assessivessments have and their performed. Neverthe	ance re objective and le discretionary was mandated older feedback. ments have not e utilized mostly formance target				
3	Ratify PricewaterhouseCoopers Auditors	LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less tha	n 25 percent of total au	ıdit fees paid d	are attributa	able to non-aud	it work.					
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based o	n the Equity Plan Scored	card evaluatio	n (EPSC), a	vote FOR this p	proposal is war	rranted.				
5	Report on Gender Pay Gap		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote F allowing them to better measure	• •	,				information				
6	Provide Right to Act by Written	Consent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote F shareholder rights.	FOR this proposal is war	ranted given t	that the abili	ity to act by wn	itten consent v	vould enhance				
7	Amend Proxy Access Right		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote I shareholders while maintaining s	• •			ce the company	's proxy access	s right for				
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/02/2019	Auto-Approved	04/02/2019		10,216	10,216
Socially Re	esponsible 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 Instructed: 320

*Shares on Loan: 0

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

Shares Voted: 320

BorgWarner Inc.

Total Ballots: 1 Voting Policy: UUA Votable Voting Vote Proposal **Proposal Text** ISS Rec **Policy Rec** Instruction Number Proponent Proposal Mgmt Rec Withhold Withhold 1.1 Elect Director Jan Carlson Mgmt Yes For Withhold 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. 1.2 Elect Director Dennis C. Cuneo Mgmt For Withhold Withhold Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse. 1.3 Withhold Withhold Elect Director Michael S. Hanley Mgmt Yes Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse. Elect Director Frederic B. Lissalde Withhold Withhold 1.4 Mgmt Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse. Elect Director Paul A. Mascarenas Withhold Withhold 1.5 Mgmt Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse. Elect Director John R. McKernan, Jr. Withhold Withhold 1.6 Mgmt Yes Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse. 1.7 Withhold Withhold Elect Director Deborah D. McWhinney Mgmt Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse. 1.8 Elect Director Alexis P. Michas Mgmt Yes Withhold Withhold Voting Policy Rationale: There is both gender and racial diversity on the board. Less than 30% of the board is diverse. Elect Director Vicki L. Sato Withhold Withhold 1.9 Mgmt 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. Advisory Vote to Ratify Named Executive 2 For For For Officers' Compensation Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance appear to be aligned in the period under review. Ratify PricewaterhouseCoopers LLP as Auditor Mgmt Yes For For

Votable Shares: 320

Ballot Details

Require Independent Board Chairman

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

Against

Against

For

For

Yes

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

SH

Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.



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
Rhumbline 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 Record Date: 02/25/2019	•			125523100	Meeting ID: 1308159	
Primary CUSIP: 125523100	Primary ISIN: US1255231003		Primary SEDOL: BHJ077	5	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 Instruct
1.1	Elect Director David M. Cordani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.2	Elect Director William J. DeLaney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.3	Elect Director Eric J. Foss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.4	Elect Director Elder Granger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.5	Elect Director Isaiah Harris, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.6	Elect Director Roman Martinez, IV	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.7	Elect Director Kathleen M. Mazzarella	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.8	Elect Director Mark B. McClellan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.9	Elect Director John M. Partridge	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		



Cigna Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.10	Elect Director William L. Roper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	is at least 30 p	ercent diversity.		
1.11	Elect Director Eric C. Wiseman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	is at least 30 p	ercent diversity.		
1.12	Elect Director Donna F. Zarcone	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	is at least 30 p	ercent diversity.		
1.13	Elect Director William D. Zollars	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	is at least 30 p	ercent 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 we the year under review. Shareholders should continue Committee's significant discretion to determine annual	to monitor the e	xecutive pa		- '	for	
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total	audit fees paid a	are attributa	ble to non-aud	dit work.		
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is w written consent right and a means to act between an	-	hat it would	l provide share	holders with a meaningful		
	Donort on Calour Diele *NA/Heldunger Donole High	SH	No				
5	Report on Cyber Risk *Withdrawn Resolution*	5					

Institutional Account Detail (IA Name, 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	04/12/2019	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



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 Instructi				
1a	Elect Director Craig Arnold	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	rcent diversity.						
1b	Elect Director Todd M. Bluedorn	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The nominee is employed full-tinand racial diversity on the board. There is at least 30 pe			more than 2 pu	blic companies.There is gende	er					
1c	Elect Director Christopher M. Connor	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1d	Elect Director Michael J. Critelli	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	at least 30 pe	ercent diversity.						
1e	Elect Director Richard H. Fearon	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.						
1f	Elect Director Arthur E. Johnson	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.						
1g	Elect Director Olivier Leonetti	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.						
1h	Elect Director Deborah L. McCoy	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.						
1i	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.						
1j	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	at least 30 pe	ercent diversity.						
1k	Elect Director Gerald B. Smith	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.						
11	Elect Director Dorothy C. Thompson	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.						
2	Approve Ernst & Young LLP as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this item is warrante	ed hecause on	lv 16 09 ner	cent of the fee	s naid to the auditor are for						

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.



Eaton Corporation plc

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
3	Advisory Vote to Ratify Named Officers' Compensation	I Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	arranted, as pay	is reasonal	bly aligned with	performance	at this time.				
4	Authorize Issue of Equity with Rights	Pre-emptive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote recommended limits. These procompany's incorporation in Irela	posals have been analy			•						
5	Authorize Issue of Equity with Rights	out Pre-emptive	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. These proposals have been analyzed under the ISS UK & December 1. It is an expectable to the company's incorporation in Ireland.										
6	Authorize Share Repurchase o Capital	f Issued Share	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote recommended limits. Further, to participate on equal terms.			, ,							
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	2 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

Elect Director Charles E. Bunch

1b

Meeting Date: 04/24/2019 Record Date: 02/25/2019 Primary CUSIP: 56585A102		Country: USA): 56585A102	Meeting ID: 1307415	
		Meeting Type: Ann	Ticker: MPC Primary SEDOL: B3K3L40						
		Primary ISIN: US5658					Proxy Level: 3		
		Shares Voted: 610		Votable Shares: 610		*Shares on Loan: 0		Shares Instructed: 610	
Total Ball	ots: 2	Voting Policy: UUA							
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	
	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.								

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Mgmt

Yes

For

For

For

For



Marathon Petroleum Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1c	Elect Director Edward G. Galar	ite	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1d	Elect Director Kim K.W. Rucker	r	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
2	Ratify PricewaterhouseCoopers Auditors	s LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less tha	an 25 percent of total a	nudit fees paid a	are attributa	able to non-aud	lit work.					
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	nrranted, as pay	and perfor	mance are reas	sonably aligned	d at this time.				
4	Provide Right to Act by Writter	n Consent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote is shareholder rights.	FOR this proposal is wa	erranted given t	that the abili	ity to act by wr	itten consent v	vould enhance				
5	Require Independent Board Ch	nairman	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote i board.	FOR this proposal is wa	erranted given t	the importar	nce of having a	n independent	chairman of the	ę			
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	03/29/2019	Auto-Approved	03/29/2019		480	480
Socially Re	esponsible 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 Record Date: 02/25/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: RF	: 7591EP100	Meeting ID: 1304623
Primary CUSIP: 7591EP100	Primary ISIN: US7591EP1005		Primary SEDOL: B01R311		Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,500 Voting Policy: UUA	Votable Shares	: 1,500	*Shares on Loan: 0	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

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Regions Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1b	Elect Director Don DeFosset	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1c	Elect Director Samuel A. Di Piazza, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1d	Elect Director Eric C. Fast	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1e	Elect Director Zhanna Golodryga	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1f	Elect Director John D. Johns	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed ful and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is ge	nder	
1g	Elect Director Ruth Ann Marshall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1h	Elect Director Charles D. McCrary	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1i	Elect Director James T. Prokopanko	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1j	Elect Director Lee J. Styslinger, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed ful and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is ge	nder	
1k	Elect Director Jose S. Suquet	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
11	Elect Director John M. Turner, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1m	Elect Director Timothy Vines	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent 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 a	are attributa	ble to non-aud	lit work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For



Regions Financial Corporation

Rai	lnt.	Det	ails

Institutional Account Detail (IA Name, 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 Record Date: 02/27/2019	Country: USA Meeting Type: Annual	Primary Secu Ticker: UFPI	rrity ID: 913543104	Meeting ID: 1304609
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 Instruct
1a	Elect Director Joan A. Budden	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity 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 le	east one minor	rity 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 le	east one minor	rity 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 au	dit fees paid a	re attributal	ble to non-audi	t work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although some concerns are not	ted, a vote FO	R this propo	sal is warrante	d 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



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 Shares Instructed: 160

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Rodney C. Adkins	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 pu	ıblic companies.There is gend	er	
1.2	Elect Director Brian P. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.3	Elect Director V. Ann Hailey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.4	Elect Director Stuart L. Levenick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.5	Elect Director D.G. Macpherson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.6	Elect Director Neil S. Novich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.7	Elect Director Beatriz R. Perez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.8	Elect Director Michael J. Roberts	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.9	Elect Director E. Scott Santi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.10	Elect Director James D. Slavik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.11	Elect Director Lucas E. Watson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	it work.		



W.W. Grainger, Inc.

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction	n	
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
Ballot D	Voting Policy Rationale: A vote	e FOR this proposal is wa	rranted, as pay	and perform	mance remain r	reasonably alig	nned.				
Institutio	onal Account Detail										
	e, IA Number)	Custodian Account Number	Ballot Statu	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved	v	otable Shares	Shares Voted
(IA Nam			Ballot Statu Confirmed	us					v	otable Shares	Shares Voted

Avery Dennison Corporation

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
	гтороза техс	Ртороненс	гторозаг	-igilit Kec	135 KeC	r oney rec	Instructi
1a	Elect Director Bradley A. Alford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	s at least 30 p	ercent diversity.		
1b	Elect Director Anthony K. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	s at least 30 p	ercent diversity.		
1c	Elect Director Peter K. Barker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	s at least 30 p	ercent diversity.		
1d	Elect Director Mark J. Barrenechea	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed the and racial diversity on the board. There is at least 3			more than 2 p	ublic companies.There i	is gender	
1e	Elect Director Mitchell R. Butier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	s at least 30 p	ercent diversity.		
1f	Elect Director Ken C. Hicks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	s at least 30 p	ercent diversity.		
1g	Elect Director Andres A. Lopez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the boa	ard. There is	s at least 30 p	ercent diversity.		

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



Avery Dennison Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1h	Elect Director David E. I. Pyo	tt	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial div	versity on the bo	ard. There	is at least 30 pe	ercent diversit	ν.			-	
1 i	Elect Director Patrick T. Siew	ert	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial div	versity on the bo	ard. There	is at least 30 pe	ercent diversit	ν.			-	
1j	Elect Director Julia A. Stewar	t	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial div	versity on the bo	ard. There	is at least 30 pe	ercent diversit	ν.				
1k	Elect Director Martha N. Sulli	van	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial div	versity on the bo	ard. There	is at least 30 pe	ercent diversit	<i>y.</i>			-	
2	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR This proposal is v	varranted, as pa	y is reasona	ably aligned with	h performance	at this time.			-	
3	Ratify PricewaterhouseCoope	ers LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less to	han 25 percent of total	audit fees paid a	are attributa	able to non-aud	lit work.				-	
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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
	Shares Voted: 1,614	Votable Shares	: 1,614	*Shares on Loan: 0	Shares Instructed: 1,614
Total Ballots: 1	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Jean S. Blackwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.2	Elect Director Luis Fernandez-Moreno	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Ingevity Corp.

		Proposal	Mgmt Rec	ISS Rec	Policy Rec	Instruct
Elect Director J. Michael Fitzpatrick	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
Elect Director Diane H. Gulyas	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
Elect Director Richard B. Kelson	Mgmt	Yes	For	For	Against	Against
			more than 2 pu	ıblic companies.There is gende	er	
Elect Director Frederick J. Lynch	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
Elect Director Karen G. Narwold	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
Elect Director Daniel F. Sansone	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
Elect Director D. Michael Wilson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warn	ranted as pay	and perform	nance are reaso	onably aligned at this time.		
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-aud	it work.		
Amend Certificate of Incorporation to Eliminate Supermajority Vote Requirements	Mgmt	Yes	For	For	For	For
	Elect Director Diane H. Gulyas Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Elect Director Frederick J. Lynch Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Elect Director Frederick J. Lynch Voting Policy Rationale: There is gender and racial diversity of the period	Elect Director Diane H. Gulyas Mgmt Voting Policy Rationale: There is gender and racial diversity on the box Elect Director Richard B. Kelson Mgmt Voting Policy Rationale: The nominee is employed full-time and sits or and racial diversity on the board. There is at least 30 percent diversity Elect Director Frederick J. Lynch Mgmt Voting Policy Rationale: There is gender and racial diversity on the box Elect Director Karen G. Narwold Mgmt Voting Policy Rationale: There is gender and racial diversity on the box Elect Director Daniel F. Sansone Mgmt Voting Policy Rationale: There is gender and racial diversity on the box Elect Director D. Michael Wilson Mgmt Voting Policy Rationale: There is gender and racial diversity on the box Advisory Vote to Ratify Named Executive Mgmt Officers' Compensation Voting Policy Rationale: A vote FOR this proposal is warranted as pay Ratify PricewaterhouseCoopers LLP as Mgmt Auditors Voting Policy Rationale: Less than 25 percent of total audit fees paid at Amend Certificate of Incorporation to Mgmt Eliminate Supermajority Vote Requirements	Elect Director Diane H. Gulyas Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is Elect Director Richard B. Kelson Mgmt Yes Voting Policy Rationale: The nominee is employed full-time and sits on boards at it and racial diversity on the board. There is at least 30 percent diversity. Elect Director Frederick J. Lynch Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is Elect Director Karen G. Narwold Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is Elect Director Daniel F. Sansone Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is Elect Director D. Michael Wilson Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is Advisory Vote to Ratify Named Executive Mgmt Yes Officers' Compensation Voting Policy Rationale: A vote FOR this proposal is warranted as pay and perform Ratify PricewaterhouseCoopers LLP as Mgmt Yes Auditors Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributal Amend Certificate of Incorporation to Mgmt Yes Eliminate Supermajority Vote Requirements	Elect Director Diane H. Gulyas Mgmt Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Elect Director Richard B. Kelson Mgmt Yes For Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 per and racial diversity on the board. There is at least 30 percent diversity. Elect Director Frederick J. Lynch Mgmt Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Elect Director Karen G. Narwold Mgmt Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Elect Director Daniel F. Sansone Mgmt Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Elect Director D. Michael Wilson Mgmt Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Advisory Vote to Ratify Named Executive Mgmt Yes For Officers' Compensation Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reason Ratify PricewaterhouseCoopers LLP as Mgmt Yes For Auditors Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-aud Amend Certificate of Incorporation to Mgmt Yes For Eliminate Supermajority Vote Requirements	Elect Director Richard B. Kelson Mgmt Yes For For Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gende and racial diversity on the board. There is at least 30 percent diversity. Elect Director Frederick J. Lynch Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Karen G. Narwold Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Daniel F. Sansone Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Daniel F. Sansone Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director D. Michael Wilson Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Advisory Vote to Ratify Named Executive Mgmt Yes For For Officers' Compensation Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For Auditors Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work. Amend Certificate of Incorporation to Mgmt Yes For For Eliminate Supermajority Vote Requirements	Elect Director Diane H. Gulyas Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Richard B. Kelson Mgmt Yes For For 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. Elect Director Frederick J. Lynch Mgmt Yes For For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Karen G. Narwold Mgmt Yes For For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Daniel F. Sansone Mgmt Yes For For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director D. Michael Wilson Mgmt Yes For For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director D. Michael Wilson Mgmt Yes For For For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director D. Michael Wilson Mgmt Yes For For For For For For Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For For For For For Auditors Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work. Amend Certificate of Incorporation to Mgmt Yes For For For For For

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



Pfizer Inc.

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

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



Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is the year under review.	warranted given t	hat CEO pay	y and company	performance are aligned	d for	
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Sc	corecard evaluation	n (EPSC), a	vote FOR this	proposal is warranted.		
5	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this propose effective counterbalance to the absence of a right to		, ,	v's existing gov	vernance provisions provi	ide an	
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is oversight mechanisms and trade association payme with the company's participation in the public policy	nts would help sha					
7	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is board.	warranted given t	he importar	nce of having a	n independent chairman	of the	
8	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	SH	Yes	Against	For	For	For
Ü		warranted due to	the scope o	of the proposal,	the company's current u	use of how	

Ballot Details

Institutional Account Detail (IA Name, 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	04/02/2019	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



T. Rowe Price Group, Inc.

		Shares Voted: 560		Votable Sh	nares: 560	*Sha	res on Loar	n: 0	Shares Instructed: 560	
Total Ball	ots: 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	
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1b	Elect Director Mary K. Bush		Mgmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: The nominand racial diversity on the board.				more than 2 pt	ublic companies.There	e is gender	-		
1c	Elect Director Freeman A. Hrabo	wski, III	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1d	Elect Director Robert F. MacLella	n	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1e	Elect Director Olympia J. Snowe		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1f	Elect Director William J. Strombe	erg	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1g	Elect Director Richard R. Verma		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1h	Elect Director Sandra S. Wijnberg	g	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1i	Elect Director Alan D. Wilson		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
2	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: Some con reduction in the proportion of pen performance measurement period discretion has not resulted in qual is warranted at this time. Neverth	formance-conditioned Is for equity incentives ntitative pay-for-perfor	equity awards to a true long mance misalig	. However, i n-term period nnment. The	the company h d of three year erefore, on bala	as also lengthened thes. Further, the applicance, a vote FOR this	he cation of			
3	Ratify KPMG LLP as Auditors		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	04/01/2019	Auto-Approved	04/01/2019	505	505

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



T. Rowe Price Group, Inc.

Ballot	Details
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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 Record Date: 02/25/2019	Country: USA Meeting Type: Annual		nary Security ID: 882508104 er: TXN	Meeting ID: 1305882
Primary CUSIP: 882508104	Primary ISIN: US8825081040	Prin	ary SEDOL: 2885409	Proxy Level: 3
	Shares Voted: 1,850	Votable Shares: 1,85	*Shares on Loan: 0	Shares Instructed: 1,850
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Mark A. Blinn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Todd M. Bluedorn	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 pu	ublic companies.There is gende	er	
1c	Elect Director Janet F. Clark	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Carrie S. Cox	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 pu	ublic companies.There is gende	er	
1e	Elect Director Martin S. Craighead	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Jean M. Hobby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Ronald Kirk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Pamela H. Patsley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		



Meeting ID: 1308080

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		Policy Rec	Vote Instructi	on	
1i	Elect Director Robert E. Sanci	nez	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1j	Elect Director Richard K. Tem	pleton	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'</i> .				
2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Despit equity grants, a vote FOR this					•		r			
3	Ratify Ernst & Young LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	nan 25 percent of total a	udit fees paid	are attributa	ble to non-aud	lit work.					
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	03/28/2019	Auto-Approved	03/28/2019		1,850	1,850
								Total Shares	<u></u>	1,850	1,850

Abbott Laboratories

Country: USA

Meeting Date: 04/26/2019

Record [Date: 02/27/2019	Meeting Type: Annu	ıal		Ticker:	ABT		
Primary C	USIP: 002824100	Primary ISIN: US00282		Primary	SEDOL: 2002305		Proxy Level: 3	
Total Ball	ots: 2	Shares Voted: 4,034 Voting Policy: UUA		Votable Sh	nares: 4,034	*Shares on	Loan: 0	Shares Instructed: 4,034
roposal lumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern		Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The boar is employed full-time and sits on			-	nd racial divers	sity on the board.The nomin	ee	
1.2	Elect Director Roxanne S. Austir	1	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The boar is an incumbent member of the a external auditor. The nominee is e	oudit committee and no	n-audit fees e	xceed 25%	of the aggrega	nte fees paid to the compan		
			Mgmt	Yes	For	For	For	For

Primary Security ID: 002824100



Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.4	Elect Director Michelle A. Kumbier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The board is at least 30% dive		oth gender a	nd racial divers	sity on the board.		
1.5	Elect Director Edward M. Liddy	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is at least 30% division is an incumbent member of the audit committee and rexternal auditor.		-		•		
1.6	Elect Director Nancy McKinstry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The board is at least 30% division in an incumbent member of the audit committee and in external auditor.		-		•		
1.7	Elect Director Phebe N. Novakovic	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The board is at least 30% divi	erse.There is bo	oth gender a	nd racial divers	sity on the board.		
1.8	Elect Director William A. Osborn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The board is at least 30% divi	erse.There is bo	oth gender a	nd racial divers	sity on the board.		
1.9	Elect Director Samuel C. Scott, III	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is at least 30% division in an incumbent member of the audit committee and resternal auditor.		-		•		
1.10	Elect Director Daniel J. Starks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The board is at least 30% divi	erse.There is bo	th gender a	nd racial divers	sity on the board.		
1.11	Elect Director John G. Stratton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The board is at least 30% div	erse.There is bo	th gender a	nd racial divers	sity on the board.		
1.12	Elect Director Glenn F. Tilton	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is at least 30% division in an incumbent member of the audit committee and resternal auditor.		_		•		
1.13	Elect Director Miles D. White	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The board is at least 30% division is employed full-time and sits on boards at more than		-	nd racial divers	sity on the board.The nomine	е	
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of too	al audit fees pa	id are attrib	utable to non-	audit work.		
	Advisory Vote to Ratify Named Executive	Mgmt	Yes	For	For	For	For

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

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.



Abbott Laboratories

Proposal Text

Proposal

Number

4 Require Independent Board	Chairman	SH Ye	s Against	Against		For	For	
Voting Policy Rationale: Suppo board.	ort FOR Item 4 is warrant	ed given the impor	tance of having an ind	lependent chai	irman of the			
Ballot Details Institutional Account Detail	Custodian		Instructor	Date	Approver	Date		
(IA Name, IA Number)	Account Number	Ballot Status	Name	Instructed	Name	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

Mgmt Rec

ISS Rec

Voting

Policy Rec

Vote

Instruction

Votable

Proposal

Proponent

AT&T Inc.

Meeting Date: 04/26/2019 Record Date: 02/27/2019	Country: USA Meeting Type: Annual		Primary Security ID Ticker: T	: 00206R102	Meeting ID: 1305353
Primary CUSIP: 00206R102	Primary ISIN: US00206R1023		Primary SEDOL: 283181	1	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 Instructi
1.1	Elect Director Randall L. Stephenson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
1.2	Elect Director Samuel A. Di Piazza, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.3	Elect Director Richard W. Fisher	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-t and racial diversity on the board. There is at least 30 pc			more than 2 po	ıblic companies.There is gena	ler	
1.4	Elect Director Scott T. Ford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.5	Elect Director Glenn H. Hutchins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
1.6	Elect Director William E. Kennard	Mgmt	Yes	For	For	Against	Against

Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.



9,719

131

9,850

9,719

131

9,850

03/29/2019

03/29/2019

Total Shares:

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

AT&T Inc.

Rhumbline Custom S&P Index, 6728029082

Socially Responsible Investing, 6728029075

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.7	Elect Director Michael B. McCallister		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender	r and racial diversi	ity on the boa	ard. There is	at least 30 pe	rcent diversity.					
1.8	Elect Director Beth E. Mooney		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender	r and racial diversi	ity on the boa	ard. There is	at least 30 pe	rcent diversity.					
1.9	Elect Director Matthew K. Rose		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender	r and racial diversi	ity on the boa	ard. There is	at least 30 pe	rcent diversity.					
1.10	Elect Director Cynthia B. Taylor		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender	r and racial diversi	ity on the boa	ard. There is	s at least 30 pe	rcent diversity.	:				
1.11	Elect Director Laura D'Andrea Tyson		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender	r and racial diversi	ity on the boa	ard. There is	at least 30 pe	rcent diversity.					
1.12	Elect Director Geoffrey Y. Yang		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender	r and racial diversi	ity on the boa	ard. There is	at least 30 pe	rcent diversity.					
2	Ratify Ernst & Young LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than 25 pe	ercent of total aud	lit fees paid a	re attributal	ble to non-audi	t work.					
3	Advisory Vote to Ratify Named Execut Officers' Compensation	ive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this clearly disclosed goals. Recent payouts measured by TSR. These pay outcomes magnitude of CEO pay. Shareholders st	have been below to in tandem with re	target, which easonable inc	aligns with entive progi	the company's rams mitigate t	relative under	rperformance, a	s			
4	Require Independent Board Chairman		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOR this board.	s proposal is warra	nted given ti	he important	ce of having an	independent	chairman of the			-	
Ballot D	Details										
		todian ount Number	Ballot Statu	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Confirmed

Confirmed

6728029082

6728029075

Auto-Instructed

Auto-Instructed

03/29/2019

03/29/2019

Auto-Approved

Auto-Approved



Kellogg Company

Total Ballots: 1	Shares Voted: 870 Voting Policy: UUA	Votable Shares: 870	*Shares on Loan: 0	Shares Instructed: 870	
Primary CUSIP: 487836108	Primary ISIN: US4878361082	Primary SEDO	DL: 2486813	Proxy Level: 3	
Meeting Date: 04/26/2019 Record Date: 02/28/2019	Country: USA Meeting Type: Annual	Ticker: K	curity ID: 487836108	Meeting ID: 1304013	
Macting Date: 04/26/2010	Country of LICA	Duiman, Car		Montine ID: 1204012	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Roderick D. "Rod" Gillum	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Mary Laschinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Erica Mann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Carolyn Tastad	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent 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 wat time.	rranted given t	hat pay and	performance a	are reasonably aligned at this		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total a	udit fees paid a	are attributa	ble to non-aud	it work.		
4	Declassify the Board of Directors	SH	Yes	None	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	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



Planet Fitness, Inc.

otal Ballo	ots: 1	Shares Voted: 2,795 Voting Policy: UUA		Votable S	hares: 2,795		*Shares on Lo	oan: 0	Sł	nares Instructed: 2	.,795
Proposal lumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructio	n	
1.1	Elect Director Craig Benson		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: WITHH- subject to a sunset requiremen the classified board, each of wi director. There is at least 30 per	t, the supermajority vo hich adversely impacts :	te requirement	to enact ce	rtain changes to	the governing	g documents an	nd			
1.2	Elect Director Cambria Dunaw	ay	Mgmt	Yes	For	Withhold		Withhold	Withhold		
	subject to a sunset requirementhe classified board, each of will director. There is at least 30 per Ratify KPMG LLP as Auditors	hich adversely impacts :	,				•	For	For		
	Voting Policy Rationale: Less th	nan 25 percent of total o	audit fees paid	are attributa	able to non-audi	it work.					
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.		noted, a vote FC	OR this prop	osal is warrante	ed as pay and	performance ar	re			
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	,	otable Shares	Shares Voted
WCM Inve	stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	04/09/2019	Auto-Approved	04/09/2019		2,795	2,79
								Total Shares		2,795	

United Technologies Corporation

Elect Director Lloyd J. Austin, III

1a

Meeting Date: 04/29/2019 Record Date: 02/28/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: UTX	curity ID: 913017109	Meeting ID: 1308563
Primary CUSIP: 913017109	Primary ISIN: US9130171096	Primary SEDO	DL: 2915500	Proxy Level: 4
	Shares Voted: 529	Votable Shares: 529	*Shares on Loan: 0	Shares Instructed: 529
Total Ballots: 1	Voting Policy: UUA			
Proposal		Votable	Voting	Vote
Number Proposal Text	Proponent	Proposal Mgmt Rec IS	S Rec Policy Rec	Instruction

For

For

For

For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Mgmt

Yes



United Technologies Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1b	Elect Director Diane M. Bryant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director John V. Faraci	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti. and racial diversity on the board. There is at least 30 pe			more than 2 pu	ublic companies.There is gend	er	
1d	Elect Director Jean-Pierre Garnier	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tine and racial diversity on the board. There is at least 30 pe			more than 2 pu	ıblic companies.There is gend	er	
1e	Elect Director Gregory J. Hayes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1f	Elect Director Christopher J. Kearney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Ellen J. Kullman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1h	Elect Director Marshall O. Larsen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Harold W. McGraw, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Margaret L. O'Sullivan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director Denise L. Ramos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diverse	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
11	Elect Director Fredric G. Reynolds	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diverse	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1m	Elect Director Brian C. Rogers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diverse	sity on the bo	ard. There is	s at least 30 pe	ercent 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 warn	ranted as pay	and perform	nance remain r	easonably aligned.		
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributal	ble to non-aud	it work.		

Proposal



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

United Technologies Corporation

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
4	Eliminate Supermajority Vote Approve Certain Business Co	•	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote enhances shareholder rights.	e FOR this proposal is w	varranted given t	that the red	uction in the su	permajority vo	te requirement				
5	Ratify The Reduced Ownersh Call a Special Meeting	nip Threshold to	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote meeting would improve share	, ,	varranted as the	reduction to	o a 15 percent t	threshold to ca	ll a special				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	03/26/2019	Auto-Approved	03/28/2019		529	529
								Total Shares	. ——	529	529

Voting

Vote

Meeting ID: 1294869

Votable

Encana Corp.

Meeting Date: 04/30/2019

Country: Canada

Record I	Date: 03/06/2019	Meeting Type: Ann	iual		Ticker:	ECA		
Primary C	CUSIP: 292505104	Primary ISIN: CA2925	5051047		Primary	SEDOL: 2793193		Proxy Level: 4
Total Ball	ots: 1	Shares Voted: 561 Voting Policy: UUA		Votable Si	hares: 561	*!	Shares on Loan: 0	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
	Voting Policy Rationale: The bo nominee is employed full-time			,		6 of the board is a	liverse.The	
1.2	Elect Director Fred J. Fowler		Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The bo	pard does not include at	least one mind	ority director.	Less than 30%	% of the board is a	liverse.	
1.3	Elect Director Howard J. May	son	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The bo	pard does not include at	least one mind	ority director.	Less than 30%	6 of the board is a	liverse.	
1.4	Elect Director Lee A. McIntire		Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The bo	pard does not include at	least one mind	rity director.	Less than 30%	% of the board is a	liverse.	
1.5	Elect Director Margaret A. Mc	Kenzie	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The bo	pard does not include at l	least one mind	rity director.	Less than 30%	6 of the board is a	liverse.	

Primary Security ID: 292505104



Encana Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
1.6	Elect Director Steven W. Nance	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1.7	Elect Director Suzanne P. Nimocks	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse.		
1.8	Elect Director Thomas G. Ricks	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse.		
1.9	Elect Director Brian G. Shaw	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1.10	Elect Director Douglas J. Suttles	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse.		
1.11	Elect Director Bruce G. Waterman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse.		
1.12	Elect Director Clayton H. Woitas	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse.		
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 8.38 perce	ent of the fees	paid to the auditor are for		
3	Amend Shareholder Rights Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the shareholder right structured to protect the interests of shareholders in the				generation" plan that is		
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Scored	card evaluation	ı (EPSC), a v	ote FOR this p	roposal is warranted.		
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is retirement. The payment of severance upon a voluntary a protection against involuntary job loss. Furthermore, we programs paid out well above target, while providing inc	retirement is vhile incentive	not common programs a	market praction	ce, as severance is intended a	S	

Ballot Details

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



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 Votable Shares: 3,440 Shares Voted: 3,440 *Shares on Loan: 0 Shares Instructed: 3,440 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 Anthony K. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Ann C. Berzin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Laurie Brlas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Christopher M. Crane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Yves C. de Balmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Nicholas DeBenedictis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Linda P. Jojo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Paul L. Joskow	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Robert J. Lawless	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Richard W. Mies	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director Mayo A. Shattuck, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		



Exelon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
11	Elect Director Stephen D. Steinour	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full and racial diversity on the board. There is at least 30			more than 2 po	ublic companies.There is geno	der	
1m	Elect Director John F. Young	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	is at least 30 po	ercent 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 a	are attributa	ble to non-aud	lit 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 w	arranted, as pay	is reasonal	bly aligned with	n performance at this time.		
4	Report on Costs and Benefits of Environment-related Activities	SH	Yes	Against	Against	Against	Against

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline 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 Record Date: 03/01/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: IBM	459200101	Meeting ID: 1305357
Primary CUSIP: 459200101	Primary ISIN: US4592001014		Primary SEDOL: 200597	3	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,392 Voting Policy: UUA	Votable Shares	: 1,392	*Shares on Loan: 0	Shares Instructed: 1,392

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1.1	Elect Director Michael L. Eskew	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1.2	Elect Director David N. Farr	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.3	Elect Director Alex Gorsky	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.4	Elect Director Michelle J. Howard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
1.5	Elect Director Shirley Ann Jackson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full and racial diversity on the board. There is at least 30 p			more than 2 pt	ublic companies.There is gende	or .	
1.6	Elect Director Andrew N. Liveris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
1.7	Elect Director Martha E. Pollack	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.8	Elect Director Virginia M. Rometty	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.9	Elect Director Joseph R. Swedish	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed fulland racial diversity on the board. There is at least 30 p			more than 2 pe	ublic companies.There is gende	pr	
1.10	Elect Director Sidney Taurel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.11	Elect Director Peter R. Voser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.12	Elect Director Frederick H. Waddell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total a	audit fees paid a	are attributa	ble to non-aud	lit 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 we based with sufficiently challenging goals, particularly gompensation decisions and greater transparency into including the CEO's relatively high short-term incentive closely monitor pay decisions going forward.	niven recently er target setting.	nhanced disc While conce	closure which person around the	provided necessary context to e compensation program,		
4	Amend Executive Incentive Bonus Plan	Mgmt	Yes	For	For	For	For

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

Section 162(m) tax deduction with respect to certain grandfathered performance-based compensation.



International Business Machines Corporation

Proposai Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instructi	on	
5	Provide Right to Act by Writte	en Consent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote shareholder rights.	ranted given that the ability to act by written consent would enhance									
6	Require Independent Board C	Chairman	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote board.	FOR this proposal is wa	rranted given t	the importan	nce of having an	n independent	chairman of the	2			
Ballot D	etails										
	nal Account Detail , IA Number)	Custodian Account Number	Ballot Stat	tus	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	<u></u>	1,392	1,392

Oasis Petroleum, Inc.

Meeting Date: 04/30/2019 Record Date: 03/05/2019	Country: USA Meeting Type: Annual		Primary Security ID: 674215108 Ticker: OAS		Meeting ID: 1311346
Primary CUSIP: 674215108	Primary ISIN: US6742151086		Primary SEDOL: B64R53	2	Proxy Level: 3
Total Pollister 2	Shares Voted: 10,828	Votable Shares	: 10,828	*Shares on Loan: 0	Shares Instructed: 10,828
Total Ballots: 2	Voting Policy: UUA				

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi	
Elect Director Michael McShane	Mgmt	Yes	For	For	Withhold	Withhold	
nominee is an incumbent member of the audit committee	ee and non-au	dit fees exce	ed 25% of the	aggregate fees paid to the			
Elect Director Thomas B. "Tommy" Nusz	Mgmt	Yes	For	For	Withhold	Withhold	
Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse.			
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.							
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
	Elect Director Michael McShane Voting Policy Rationale: The board does not include at le nominee is an incumbent member of the audit committe company's external auditor. The nominee is employed fur Elect Director Thomas B. "Tommy" Nusz Voting Policy Rationale: The board does not include at le Ratify PricewaterhouseCoopers LLP as Auditors Voting Policy Rationale: Greater than 25 percent of total Advisory Vote to Ratify Named Executive	Elect Director Michael McShane Mgmt Voting Policy Rationale: The board does not include at least one minor nominee is an incumbent member of the audit committee and non-auc company's external auditor. The nominee is employed full-time and sits Elect Director Thomas B. "Tommy" Nusz Mgmt Voting Policy Rationale: The board does not include at least one minor Ratify PricewaterhouseCoopers LLP as Mgmt Auditors Voting Policy Rationale: Greater than 25 percent of total audit fees part Advisory Vote to Ratify Named Executive Mgmt	Proposal Text Proponent Proposal Elect Director Michael McShane Mgmt Yes Voting Policy Rationale: The board does not include at least one minority director. nominee is an incumbent member of the audit committee and non-audit fees exce company's external auditor. The nominee is employed full-time and sits on boards. Elect Director Thomas B. "Tommy" Nusz Mgmt Yes Voting Policy Rationale: The board does not include at least one minority director Ratify PricewaterhouseCoopers LLP as Auditors Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributed. Advisory Vote to Ratify Named Executive Mgmt Yes	Elect Director Michael McShane Mgmt Yes For Voting Policy Rationale: The board does not include at least one minority director.Less than 30% nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 Elect Director Thomas B. "Tommy" Nusz Mgmt Yes For Voting Policy Rationale: The board does not include at least one minority director. Less than 30% Ratify PricewaterhouseCoopers LLP as Auditors Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-additional audit fees paid are attributable to non-additional additional	Proposal Text Proposal Text Elect Director Michael McShane Mgmt Yes For For 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. Elect Director Thomas B. "Tommy" Nusz Mgmt Yes For For Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. Ratify PricewaterhouseCoopers LLP as Auditors Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work. Advisory Vote to Ratify Named Executive Mgmt Yes For For	Proposal Text Proposal Mgmt Rec ISS Rec Policy Rec Elect Director Michael McShane Mgmt Yes For For Withhold Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies. Elect Director Thomas B. "Tommy" Nusz Mgmt Yes For For Withhold Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For Against Auditors Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work. Advisory Vote to Ratify Named Executive Mgmt Yes For For For For	

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.



Oasis Petroleum, Inc.

Proposal Text

Proposal

Number

4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: Based o	on the Equity Plan Score	ecard evaluation	on (EPSC), a	a vote FOR this p	proposal is wa	rranted.			
Ballot I	Details									
	ional Account Detail ne, IA Number)	Custodian Account Number	Ballot Sta	atus	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially R	Responsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	04/05/2019	Auto-Approved	04/05/2019	93	93
WCM Inv	estment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	04/05/2019	Auto-Approved	04/05/2019	10,735	10,735
								Total Shares:	10,828	10,828

Mgmt Rec

ISS Rec

Primary Security ID: 758750103

Voting

Against

Against

Policy Rec

Vote

Instruction

Meeting ID: 1309280

Votable

Proposal

Proponent

Country: USA

Regal Beloit Corp.

Elect Director Dean A. Foate

1e

Meeting Date: 04/30/2019

rimary C	CUSIP: 758750103	Primary ISIN: US7587	501039		Primary	SEDOL: 273008	2		Proxy Level: 3
		Shares Voted: 1,871		Votable Sh	nares: 1,871		*Shares on Lo	an: 0	Shares Instructed: 1,
otal Ball	ots: 1	Voting Policy: UUA							
roposal umber	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
1a	Elect Director Stephen M. Burt Voting Policy Rationale: The nomaggregate fees paid to the compepercent diversity.		member of the	audit comm	ittee and non-	audit fees exc		Against	Against
1a 1b	Voting Policy Rationale: The normaggregate fees paid to the compa		member of the	audit comm	ittee and non-	audit fees exc		Against	Against
	Voting Policy Rationale: The nomaggregate fees paid to the compagercent diversity.	any's external auditor. I	nember of the There is gende. Mgmt	audit comm r and racial Yes	nittee and non- diversity on th	audit fees exce e board. There For	e is at least 30	<u> </u>	
	Voting Policy Rationale: The normaggregate fees paid to the compepercent diversity. Elect Director Anesa T. Chaibi	any's external auditor. I	nember of the There is gende. Mgmt	audit comm r and racial Yes	nittee and non- diversity on th	audit fees exce e board. There For	e is at least 30	<u> </u>	
1b	Voting Policy Rationale: The normaggregate fees paid to the compepercent diversity. Elect Director Anesa T. Chaibi Voting Policy Rationale: There is	any's external auditor. I gender and racial divel	nember of the There is gende Mgmt rsity on the bo	audit comm r and racial Yes ard. There is	nittee and non- diversity on the For s at least 30 pe	audit fees exce e board. There For ercent diversity	e is at least 30	For	For

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.

Yes

For

aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2

Mgmt

public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.



Regal Beloit Corp.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1f	Elect Director Rakesh Sachdev	,	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial div	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>/</i> .				
1g	Elect Director Curtis W. Stoelt	ing	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial div	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>/</i> .				
1h	Elect Director Jane L. Warner		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial div	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>/.</i>				
2	Advisory Vote to Ratify Named Officers' Compensation	I Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoug reasonably aligned at this time.	nh some concerns are r	noted, a vote FC	OR this prop	osal is warrante	ed as pay and	performance ar	е			
3	Ratify Deloitte & Touche LLP a	as Auditor	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Greater	than 25 percent of tol	tal audit fees pa	id are attrib	outable to non-a	audit work.					
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	stment 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

Elect Director Joseph W. Gorder

1B

Meeting	Date: 04/30/2019	Country: USA			Primary	y Security ID): 91913Y100	Meeting ID: 1310616	
Record [Date: 03/05/2019	Meeting Type: Ann	ual		Ticker:	VLO			
Primary CUSIP: 91913Y100		Primary ISIN: US919	Primary ISIN: US91913Y1001			SEDOL: 20413	Proxy Level: 3		
		Shares Voted: 100		Votable Sh	nares: 100		*Shares on Loan: 0	Shares Instructed: 100	
Total Ball	ots: 1	Voting Policy: UUA							
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1A	Elect Director H. Paulett E	Eberhart	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The nominee is employed full-ti. and racial diversity on the board. There is at least 30 pe				more than 2 p	ublic companio	es.There is gender		

For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Mgmt

Yes

For

For

For

Socially Responsible Investing, 6728029075

6728029075



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 Instruct	ion	
1C	Elect Director Kimberly S. Greene	2	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is go	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.					
1D	Elect Director Deborah P. Majoras	s	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is go	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.					
1E	Elect Director Donald L. Nickles		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is go	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.					
1F	Elect Director Philip J. Pfeiffer		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is go	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.	:				
1G	Elect Director Robert A. Profusek		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominal racial diversity on the board.				more than 2 pu	ıblic companies	s.There is gende	er		-	
1H	Elect Director Stephen M. Waters	;	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is go	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.					
1I	Elect Director Randall J. Weisenb	urger	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is go	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.					
1J	Elect Director Rayford Wilkins, Jr.		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is go	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.					
2	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total au	dit fees paid a	are attributa	ble to non-audi	it work.					
3	Advisory Vote to Ratify Named Ex Officers' Compensation	xecutive	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 D	Details										
	onal Account Detail se, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Confirmed

Auto-Instructed

03/29/2019

Auto-Approved

03/31/2019

Total Shares:

100

100

100

100



Allergan plc

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

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



Allergan plc

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: While con proposal is warranted, as pay is re that received the 2017 biannual e	easonably aligned with	performance,	and no add	ditional equity a	awards were gi					
3	Approve PricewaterhouseCooper Auditors and Authorize Board to Remuneration		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	PR this item is warrante	ed because or	nly 15.03 pei	rcent of the fee	es paid to the a	auditor are for				
4	Authorize Issue of Equity		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC recommended limits.	OR these resolutions is	warranted be	cause the pr	roposed amoun	nts and duration	ns are within				
5a	Authorize Issuance of Equity or I Securities without Preemptive Ri		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC recommended limits.	OR these resolutions is	warranted be	cause the pr	roposed amoun	nts and duration	ns are within				
5b	Authorize Issuance of Equity or I Securities without Preemptive Ri		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC recommended limits.	OR these resolutions is	warranted be	cause the pr	roposed amoun	nts and duratio	ns are within				
6	Require Independent Board Chai	irman	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote FC board.	OR this proposal is warr	anted given t	he importan	nce of having ar	n independent	chairman of the	2			
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/15/2019	Auto-Approved	04/15/2019		410	410

AptarGroup, Inc.

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

Total Shares:

410

410



AptarGroup, Inc.

Total Balle	ots: 1	Shares Voted: 2,022 Voting Policy: UUA	2	Votable S	hares: 2,022		*Shares on Lo	oan: 0		Shares Instructed: 2	,022
Proposal lumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1a	Elect Director Giovanna Kamp	oouri Monnas	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial div	versity on the bo	pard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1b	Elect Director Isabel Marey-S	emper	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial div	versity on the bo	pard. There i	is at least 30 pe	ercent diversity	<i>'.</i>			-	
1c	Elect Director Stephan B. Tar	nda	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial div	versity on the bo	pard. There i	is at least 30 pe	ercent diversity	<i>'</i> .				
2	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoureasonably aligned at this time	-	a vote FOR this	proposal is	warranted as p	ay and perfori	mance are				
3	Ratify PricewaterhouseCoope	rs LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less to	han 25 percent of total	audit fees paid	are attributa	able to non-aud	lit work.				-	
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Sta	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 Record Date: 03/05/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: ES	: 30040W108	Meeting ID: 1312045
Primary CUSIP: 30040W108	Primary ISIN: US30040W1080		Primary SEDOL: BVVN40	Q8	Proxy Level: 3
Total Ballots: 1	Shares Voted: 4,142 Votable Shares: Voting Policy: UUA		:: 4,142	*Shares on Loan: 0	Shares Instructed: 4,142

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1.1	Elect Director Cotton M. Cleveland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boa	ard. There is	at least 30 pe	ercent diversity.		
1.2	Elect Director Sanford Cloud, 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.



4,142

4,142

4,142

04/09/2019

Total Shares:

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

Eversource Energy

Rhumbline Custom S&P Index, 6728029082

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.3	Elect Director James S. DiStasio		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	nender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity	:			-	
1.4	Elect Director Francis A. Doyle		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	nender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity				-	
1.5	Elect Director Linda Dorcena For	ry	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity	:				
1.6	Elect Director James J. Judge		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity	:				
1.7	Elect Director John Y. Kim		Mgmt	Yes	For	For		For	For	_	
	Voting Policy Rationale: There is g	ender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity					
1.8	Elect Director Kenneth R. Leibler		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity	:				
1.9	Elect Director William C. Van Faa	sen	Mgmt	Yes	For	For		For	For	_	
	Voting Policy Rationale: There is g	ender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity	:				
1.10	Elect Director Frederica M. Willian	ms	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity	:				
2	Advisory Vote to Ratify Named Ex Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO attributed to a rise in pension value benefit from added disclosure on a based on pre-set measures. Some a small portion of the overall payor performance-based equity and utili	ne. Though not strictly consecutive years of si. o short-term operationa out, and financial metric	earned compositable pension al goals were s cs were set hi	ensation for valuation in set below pr igher. The lo	the year under ocrease. Annuar ocreases perfo ong-term progra	r review, share I and long-tern Irmance, but in Iam is based ha	holders would n incentives are n total represent alf on			-	
3	Ratify Deloitte & Touche LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total au	dit fees paid a	are attributa	ble to non-audi	t work.				_	
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Confirmed

6728029082

Auto-Instructed

04/09/2019

Auto-Approved



International Flavors & Fragrances Inc.

Meeting Date: 05/01/2019 Record Date: 03/06/2019	•		Primary Security ID: Ticker: IFF	459506101	Meeting ID: 1308591
Primary CUSIP: 459506101	Primary ISIN: US4595061015		Primary SEDOL: 246416	5	Proxy Level: 3
Total Ballots: 1	Shares Voted: 861 Voting Policy: UUA	Votable Shares:	861	*Shares on Loan: 0	Shares Instructed: 861

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
1a	Elect Director Marcello V. Bottoli	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1b	Elect Director Linda Buck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1c	Elect Director Michael L. Ducker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1d	Elect Director David R. Epstein	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti. and racial diversity on the board. There is at least 30 pe			more than 2 p	ublic companies.There is gen	der	
1e	Elect Director Roger W. Ferguson, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti. and racial diversity on the board. There is at least 30 pe			more than 2 p	ublic companies.There is gen	der	
1f	Elect Director John F. Ferraro	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti. and racial diversity on the board. There is at least 30 pe			more than 2 p	ublic companies.There is gen	der	
1g	Elect Director Andreas Fibig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1h	Elect Director Christina Gold	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1i	Elect Director Katherine M. Hudson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1j	Elect Director Dale F. Morrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1k	Elect Director Stephen Williamson	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



International Flavors & Fragrances Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
2	Ratify PricewaterhouseCoope Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less to	han 25 percent of total at	udit fees paid a	are attributa	ble to non-aud	it work.					
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoureasonably aligned at this time	-	oted, a vote FC	OR this prop	osal is warrante	ed as pay and	performance ar	e			
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 Sec	urity ID: 713448108	Meeting ID: 1311985
Record Date: 03/01/2019	Meeting Type: Annual	Ticker: PEP		
Primary CUSIP: 713448108	Primary ISIN: US7134481081	Primary SEDO	L: 2681511	Proxy Level: 3
	Shares Voted: 2,618	Votable Shares: 2,618	*Shares on Loan: 0	Shares Instructed: 2,618
Total Ballots: 1	Voting Policy: UUA			

	-						
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Shona L. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the bo	ard. There i	is at least 30 p	ercent diversity.		
1b	Elect Director Cesar Conde	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the bo	ard. There i	is at least 30 p	ercent diversity.		
1c	Elect Director Ian Cook	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the bo	ard. There i	is at least 30 p	ercent diversity.		
1d	Elect Director Dina Dublon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1e	Elect Director Richard W. Fisher	Mgmt	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.



PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1f	Elect Director Michelle Gass	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director William R. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Ramon Laguarta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1 i	Elect Director David C. Page	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Robert C. Pohlad	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director Daniel Vasella	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
11	Elect Director Darren Walker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1m	Elect Director Alberto Weisser	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total	al audit fees paid a	are attributa	ble to non-aud	lit work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: After a review of the compawarranted, as pay is reasonably aligned with perform			nd practices, a	vote FOR this proposal	is	
4	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is enhances shareholder rights.	warranted given t	hat the redu	ction in the su	permajority vote require	ement	
5	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is board.	warranted given t	he importan	ce of having a	n independent chairman	of the	
6	Report on Pesticide Management	SH	Yes	Against	Against	For	For

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.



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
Rhumbline 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 Record Date: 03/06/2019 Meeting Type: Annual		Primary Secu Ticker: PLD	ırity ID: 74340W103	Meeting ID: 1312058
Primary CUSIP: 74340W103 Primary ISIN: US74340W1036		Primary SEDOI	L: 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
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1b	Elect Director Cristina G. Bita	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1c	Elect Director George L. Fotiades	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a than 2 public companies.	liverse.The no	minee is em	ployed full-time	e and sits on boards at more		
1d	Elect Director Philip L. Hawkins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1e	Elect Director Lydia H. Kennard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a than 2 public companies.	liverse.The no	minee is em	ployed full-time	e and sits on boards at more		
1f	Elect Director J. Michael Losh	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1g	Elect Director Irving F. Lyons, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1h	Elect Director David P. O'Connor	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					



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
	Voting Policy Rationale: Less than 30% of the board is of	liverse.					
1j	Elect Director Jeffrey L. Skelton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1k	Elect Director Carl B. Webb	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a than 2 public companies.	liverse.The no	minee is en	nployed full-tim	e and sits on boards at more		
11	Elect Director William D. Zollars	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is of	liverse.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warr rigorous financial targets. The long-term program is ent portion based on individual performance, while the relat vesting period increased for one outperformance award, is poorly disclosed, and the overall value of supplements concerns in the long-term program are mitigated by the scrutinize these payouts should company performance of	irely performa ive metric pay the specific pal al equity awar company's he	nce-based, a s out at targ performance d opportunit	though the and get for merely t targets for the ties has increas	nual grant has a significant median performance. While th e other outperformance award sed in recent years. These		
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	lit work.		
Ballot D	Details						
Institutio	onal Account Detail Custodian			Instructor	Date Approver	Date	

BioTelemetry, Inc.

Elect Director Tiffany Olson

Rhumbline Custom S&P Index, 6728029082

(IA Name, IA Number)

1.1

Dio reiemetry, The					
Meeting Date: 05/02/2019	Country: USA	Primary	Security ID: 090672106	Meeting ID: 1310669	
Record Date: 03/11/2019	Meeting Type: Annual	Ticker: B	EAT		
Primary CUSIP: 090672106	Primary ISIN: US0906721065	Primary S	EDOL: BCD7L64	Proxy Level: 3	
	Shares Voted: 2,178 Votable Shares		*Shares on Loan: 0	Shares Instructed: 2,178	
Total Ballots: 1	Voting Policy: UUA				
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec	Voting ISS Rec Policy Rec	Vote Instruction	

Auto-Instructed

Instructed

04/10/2019

Auto-Approved

Approved

04/10/2019

Against

Against

Total Shares:

Votable Shares

6,536

6,536

Shares Voted

6,536

6,536

Yes

Mgmt

Ballot Status

Confirmed

Account Number

6728029082

For

For



BioTelemetry, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
	Voting Policy Rationale: The boar	d does not include at i	least one mino	rity director.	,						
1.2	Elect Director Stephan Rietiker		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boar	d does not include at i	least one mino	rity director.							
1.3	Elect Director Rebecca W. Rime		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boar on boards at more than 2 public of		least one mino	rity director.	.The nominee i	s employed ful	ll-time and sits				
1.4	Elect Director Robert J. Rubin		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boar	d does not include at i	least one mino	rity director.							
2	Advisory Vote to Ratify Named E Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.	some concerns are no	oted, a vote FC	OR this propo	osal is warrante	ed as pay and ,	performance are	2			
3	Ratify Ernst & Young LLP as Aud	litors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total at	udit fees paid a	are attributa	ble to non-aud	it work.					
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	cus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	estment 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 Record Date: 03/08/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: DOV	260003108	Meeting ID: 1311035
Primary CUSIP: 260003108	Primary ISIN: US2600031080		Primary SEDOL: 2278407	7	Proxy Level: 3
Total Ballots: 1	Shares Voted: 40 Voting Policy: UUA	Votable Shares	: 40	*Shares on Loan: 0	Shares Instructed: 40

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
	Voting Policy Rationale: There is less than 30% diversity	on the board					
1b	Elect Director Kristiane C. Graham	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is less than 30% diversity	on the board	,				



Dover Corporation

Institutional Account Detail

Rhumbline Custom S&P Index, 6728029082

(IA Name, IA Number)

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1c	Elect Director Michael F. Johnston	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is less than 30% diversity	on the board	,				
1d	Elect Director Eric A. Spiegel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is less than 30% diversity	on the board	•				
1e	Elect Director Richard J. Tobin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is less than 30% diversity	on the board	,				
1f	Elect Director Stephen M. Todd	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is less than 30% diversity	on the board					
1g	Elect Director Stephen K. Wagner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is less than 30% diversity	on the board					
1h	Elect Director Keith E. Wandell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is less than 30% diversity	on the board					
1i	Elect Director Mary A. Winston	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tit than 30% diversity on the board	me and sits or	n boards at r	more than 2 pu	blic companies. There is less		
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-audi	t work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST the proposal is hire and make-whole grants, other structural pay concer has a large discretionary element and the company prov program is predominately time-based, a practice which is	rns remain in i rides limited d	incentive pro etails on pay	ograms. Namel out determina	y, the annual incentive prograntions. Further, the long-term	т	
4	Eliminate Supermajority Vote Requirement for Amendments to Article 15	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn enhances shareholder rights.	ranted given t	hat the redu	ction in the sup	permajority vote requirement		
5	Eliminate Supermajority Vote Requirement for Amendments to Article 16	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warrenhances shareholder rights.	ranted given t	hat the redu	ction in the sup	permajority vote requirement		
Ballot D	petails						

Ballot Status

Confirmed

Custodian

6728029082

Instructor

Auto-Instructed

Date

Instructed

04/05/2019

Approver

Auto-Approved

Date

Approved

04/05/2019

Total Shares:

Votable Shares

40

40

Shares Voted

40

40



Dover Corporation

1.9

Elect Director Kim Ann Mink

Eastman Chemical Company

	Date: 05/02/2019 Date: 03/15/2019	Country: USA Meeting Type: Ann	nual		Primar Ticker:	y Security ID: 277432 EMN	1100	Mo	eeting ID: 1311732
Primary C	CUSIP: 277432100	Primary ISIN: US277	4321002		Primary	SEDOL: 2298386		Pro	oxy Level: 3
Total Ball	ots: 1	Shares Voted: 461 Voting Policy: UUA		Votable S	hares: 461	*Share	es on Loan: 0	Sha	ares Instructed: 461
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.1	Elect Director Humberto P. Al	fonso	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The no aggregate fees paid to the con percent diversity.								
1.2	Elect Director Brett D. Begem	ann	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There i	is at least 30 p	ercent diversity.			
1.3	Elect Director Michael P. Conr	nors	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The no and racial diversity on the boar				more than 2 p	ublic companies.There	is gender		
1.4	Elect Director Mark J. Costa		Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There i	is at least 30 p	ercent diversity.			
1.5	Elect Director Robert M. Hern	andez	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There i	is at least 30 p	ercent diversity.			
1.6	Elect Director Julie F. Holder		Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There i	is at least 30 p	ercent diversity.			
1.7	Elect Director Renee J. Hornb	aker	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The no aggregate fees paid to the con percent diversity.								
	, ,								

Yes

Mgmt

Against

Against



Eastman Chemical Company

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1.10	Elect Director James J. O'Brien		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nor aggregate fees paid to the compercent diversity.										
1.11	Elect Director David W. Raisbe	ck	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	rersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'.</i>				
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	arranted as pay	and perfori	mance remain r	easonably alig	ned.				
3	Ratify PricewaterhouseCoopers	LLP as Auditor	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Greater	than 25 percent of tot	tal audit fees pa	aid are attrib	butable to non-a	audit work.					
4	Provide Right to Act by Writter	Consent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote is shareholder rights.	FOR this proposal is wa	arranted given t	that the abil	lity to act by wr	itten consent v	vould enhance				
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 Record Date: 03/05/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: ECL	278865100	Meeting ID: 1308116
Primary CUSIP: 278865100	Primary ISIN: US2788651006		Primary SEDOL: 230422	7	Proxy Level: 3
Total Ballots: 1	Shares Voted: 290 Voting Policy: UUA	Votable Shares	: 290	*Shares on Loan: 0	Shares Instructed: 290

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	ercent diversity.		
1b	Elect Director Shari L. Ballard	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1c	Elect Director Barbara J. Beck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1d	Elect Director Leslie S. Biller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1e	Elect Director Jeffrey M. Ettinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1f	Elect Director Arthur J. Higgins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tir and racial diversity on the board. There is at least 30 per			more than 2 pu	blic companies.There is gende	er	
1g	Elect Director Michael Larson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tinand racial diversity on the board. There is at least 30 per			more than 2 pu	blic companies.There is gende	er	
1h	Elect Director David W. MacLennan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
1i	Elect Director Tracy B. McKibben	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
1j	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		
1k	Elect Director Victoria J. Reich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
11	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tir and racial diversity on the board. There is at least 30 per			more than 2 pu	blic companies.There is gende	er	
1m	Elect Director John J. Zillmer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total aud	dit fees paid a	are attributa	ble to non-audi	t 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 warr review.	anted as pay	and perform	ance are reasc	nably aligned for the year in		



Ecolab Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructio	n	
4	Require Independent Board Chai	irman	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote FC board.	OR this proposal is warr	anted given t	he importan	ce of having an	independent	chairman of the				
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved	١	otable Shares	Shares Voted
Rhumbline	e 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 Record Date: 03/04/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: FLR	curity ID: 343412102	Meeting ID: 1305046
Primary CUSIP: 343412102	Primary ISIN: US3434121022	Primary SEDO	DL: 2696838	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 Instruct		
1A	Elect Director Peter K. Barker	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and rac	cial diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.				
1B	Elect Director Alan M. Bennett	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1C	Elect Director Rosemary T. Berkery	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1D	Elect Director Alan L. Boeckmann	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and rac	cial diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.				
1E	Elect Director Peter J. Fluor	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and rac	cial diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.				
1F	Elect Director James T. Hackett	Mgmt	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 Samuel J. Locklear, III	Mgmt	Yes	For	For	For	For		



Fluor Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on		
1H	Elect Director Deborah D. McW	hinney	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>					
1I	Elect Director Armando J. Olive	ra	Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: The non and racial diversity on the board				more than 2 pu	ıblic companie	s.There is gend	er				
1J	Elect Director Matthew K. Rose		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>/.</i>					
1K	Elect Director David T. Seaton		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>					
1L	Elect Director Nader H. Sultan		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>/.</i>					
1M	Elect Director Lynn C. Swann		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>					
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote F	OR this proposal is wa	arranted as pay	and perform	nance are reaso	onably aligned	at this time.					
3	Ratify Ernst & Young LLP as Au	ditor	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: Less tha	n 25 percent of total a	audit fees paid a	are attributa	ble to non-aud	it work.						
4	Adopt Quantitative Company-w	ide GHG Goals	SH	Yes	Against	For		For	For			
	Voting Policy Rationale: A vote F GHG reduction goals, and oversig company's climate change mana	ght mechanisms for re	eduction activitie									
Ballot D												
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shar	es Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/05/2019	Auto-Approved	04/05/2019		70		70
								Total Shares:		70		70

Halozyme 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



Halozyme Therapeutics, Inc.

Fotal Balle	ots: 1	Shares Voted: 4,247 Voting Policy: UUA		Votable S	hares: 4,247		*Shares on Lo	oan: 0		Shares Instructed: 4	,247
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.1	Elect Director Jeffrey W. Hend	derson	Mgmt	Yes	For	For		Withhold	Withhold	i	
	Voting Policy Rationale: The no and racial diversity on the boar				more than 2 pt	ublic companie	es.There is gena	ler			
1.2	Elect Director Connie L. Matsu	ıi	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial div	ersity on the bo	oard. There	is at least 30 po	ercent diversit	у.				
1.3	Elect Director Helen I. Torley		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial div	ersity on the bo	pard. There	is at least 30 pe	ercent diversit	γ.				
2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time	•	a vote FOR this	proposal is	warranted as p	pay and perfori	mance are				
3	Ratify Ernst & Young LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	nan 25 percent of total a	audit fees paid	are attributa	able to non-aud	lit work.					
4	Increase Authorized Common	Stock	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote substantial concerns on the con	, ,		se the propo	osed increase is	reasonable ar	nd there are no				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Sta	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	estment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	04/10/2019	Auto-Approved	04/10/2019		4,247	4,247
								Total Shares	s:	4,247	4,247

Huntsman Corp.

Elect Director Peter R. Huntsman

1a

Meeting Date: 05/02/2019 Record Date: 03/08/2019				Primary Security ID: 447011107 Ticker: HUN				
Primary CUSIP: 447011107	Primary ISIN: US4470111075	ı	Primary SEDOL: B0650B9		Proxy Level: 3			
Total Ballots: 1	Shares Voted: 10 Voting Policy: UUA	Votable Shares: 1	0 *Shares on Lo	oan: 0	Shares Instructed: 10			
Proposal Number Proposal Text	Proponent	Votable Proposal Mgm	t Rec ISS Rec	Voting Policy Rec	Vote Instruction			

Yes

Mgmt

For

Against

Against



Huntsman Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
	Voting Policy Rationale: The board does not include a	t least one mind	rity director	Less than 30%	of the board	is diverse.				
1b	Elect Director Nolan D. Archibald	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board does not include a	t least one mino	rity director	Less than 30%	of the board	is diverse.				
1c	Elect Director Mary C. Beckerle	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board does not include a nominee is an incumbent member of the audit comm. company's external auditor.		-							
1d	Elect Director M. Anthony Burns	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board does not include a nominee is an incumbent member of the audit comm. company's external auditor.		•							
1e	Elect Director Daniele Ferrari	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board does not include a nominee is an incumbent member of the audit comm. company's external auditor.		•							
1f	Elect Director Robert J. Margetts	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board does not include a nominee is an incumbent member of the audit comm. company's external auditor.		,							
1g	Elect Director Wayne A. Reaud	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board does not include a	t least one mind	rity director	Less than 30%	of the board	is diverse.				
1h	Elect Director Jan E. Tighe	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board does not include a	t least one mind	rity director	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 some concerns are reasonably aligned at this time.	noted, a vote FC	OR this prop	osal is warrante	ed as pay and	performance are	е			
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Greater than 25 percent of to	tal audit fees pa	nid are attrib	outable to non-a	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 w shareholder rights.	arranted given t	that the abil	lity to act by wr	itten consent v	vould enhance				
Ballot D										
	onal Account Detail Custodian e, IA Number) Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082 6728029082	Confirmed		Auto-Instructed	04/10/2019	Auto-Approved	04/10/2019		10	10

Total Shares:

10



Huntsman Corp.

Kimberly-Clark Corporation

Country: USA Meeting Date: 05/02/2019 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 Votable Shares: 1,908 Shares Voted: 1,908 *Shares on Loan: 0 Shares Instructed: 1,908 Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Abelardo E. Bru	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.2	Elect Director Robert W. Decherd	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1.3	Elect Director Thomas J. Falk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
1.4	Elect Director Fabian T. Garcia	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
1.5	Elect Director Michael D. Hsu	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.6	Elect Director Mae C. Jemison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.7	Elect Director Nancy J. Karch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.8	Elect Director S. Todd Maclin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.9	Elect Director Sherilyn S. McCoy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1.10	Elect Director Christa S. Quarles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.11	Elect Director Ian C. Read	Mgmt	Yes	For	For	For	For
	Voting Policy Pationale: There is gender and racial diver	city on the ho	ard There is	s at least 30 ne	ercent diversity		

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Kimberly-Clark Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1.12	Elect Director Marc J. Shapiro		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1.13	Elect Director Dunia A. Shive		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'</i> .				
1.14	Elect Director Michael D. White		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The non and racial diversity on the board	, ,			more than 2 pu	ıblic companie.	s.There is gende	er			
2	Ratify Deloitte & Touche LLP as	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less tha	n 25 percent of total a	udit fees paid a	are attributa	ble to non-aud	it work.					
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: After a i warranted, as pay is reasonably		•		and practices, a	vote FOR this	proposal is				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	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	04/02/2019		1,908	1,908
								Total Shares	:	1,908	1,908

The Brink's Co.

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director Paul G. Boynton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.2	Elect Director Ian D. Clough	Mgmt	Yes	For	For	Against	Against
	Voting Policy Pationals, Loss than 2004 of the heard is	divarea					

Voting Policy Rationale: Less than 30% of the board is diverse.



The Brink's Co.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	on	
1.3	Elect Director Susan E. Docherty		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is	diverse.								
1.4	Elect Director Reginald D. Hedge	ebeth	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is	diverse.								
1.5	Elect Director Dan R. Henry		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is	diverse.								
1.6	Elect Director Michael J. Herling		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is	diverse.								
1.7	Elect Director Douglas A. Pertz		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is	diverse.								
1.8	Elect Director George I. Stoecker	rt	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is	diverse.								
2	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC goals, with targets set above the conditioned. However, concern is a compelling rationale, while magicontinue to closely monitor pay preserved.	prior year's performan raised regarding the s nifying the potential f	nce. Moreover, significant incre for future outsi.	a substanti ease in the (ial portion of eq CEO's LTI awar	quity incentives rd opportunity i	are performand in 2018, without				
3	Ratify Deloitte and Touche LLP a	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total a	udit fees paid a	are attributa	able to non-aud	lit work.					
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	estment 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



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			

Votable Voting Vote Proposal ISS Rec **Policy Rec** Instruction Number **Proposal Text** Proponent Proposal Mgmt Rec Elect Director M. Michele Burns 1a Mgmt 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. Elect Director Drew G. Faust 1b Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1c Elect Director Mark A. Flaherty Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1d Elect Director Ellen J. Kullman Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Lakshmi N. Mittal 1e Mgmt 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 Adebayo O. Ogunlesi Against For 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 Peter Oppenheimer For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director David M. Solomon Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1i Elect Director Jan E. Tighe Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director David A. Viniar Mgmt 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 O. Winkelman Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



1,262

1,262

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 Instruct	ion	
2	Advisory Vote to Ratify Named I Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
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.											
3	Ratify PricewaterhouseCoopers	LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total aud	dit fees paid a	are attributa	ble to non-aud	it work.					
4	Provide Right to Act by Written	Consent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote For shareholder rights.	OR this proposal is warra	anted given t	that the abili	ity to act by wn	itten consent v	vould enhance			-	
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/08/2019	Auto-Approved	04/08/2019		1,237	1,237
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	04/08/2019	Auto-Approved	04/08/2019		25	25

Verizon Communications Inc.

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

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc	
Elect Director Shellye L. Archambeau	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
Elect Director Mark T. Bertolini	Mgmt	Yes	For	For	For	For	
	Elect Director Shellye L. Archambeau Voting Policy Rationale: There is gender and racial diverse	Elect Director Shellye L. Archambeau Mgmt Voting Policy Rationale: There is gender and racial diversity on the book	Proposal Text Proponent Proposal Elect Director Shellye L. Archambeau Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is	Proposal Text Proponent Proposal Mgmt Rec Elect Director Shellye L. Archambeau Mgmt Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per section of the section	Proposal Text Proposal Mgmt Rec ISS Rec Elect Director Shellye L. Archambeau Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.	Proposal Text Proposent Proposal Mgmt Rec ISS Rec Policy Rec Elect Director Shellye L. Archambeau Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. There is at least 30 percent diversity.	

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.3	Elect Director Vittorio Colao	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.4	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.5	Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
1.6	Elect Director Daniel H. Schulman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tine and racial diversity on the board. There is at least 30 per			more than 2 pu	blic companies.There is gende	r	
1.7	Elect Director Rodney E. Slater	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.8	Elect Director Kathryn A. Tesija	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.9	Elect Director Hans E. Vestberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
1.10	Elect Director Gregory G. Weaver	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-aud	it 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 warn measures, while the long-term program is majority perfo to achieve target payout, and both metrics are measured year; however, no enhanced benefits were given to thos rigorous ROE goals. Overall, pay and performance are re	ormance-base d over multipl se executives.	d. A relative e years. Mul The new CE	metric require tiple departure O received a p	s above-median performance s occurred during the fiscal	7	
4	Eliminate Above-Market Earnings in Executive Retirement Plans	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn benefit that is not a best practice. Although the company does not appear to have been eliminated from the progr element of compensation and provide a benefit to execu	y did not pay a ram. Further, a	above-marki above-marki	et earnings for et earnings are	the year in review, the practice not a performance-based		
5	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn board.	anted given t	he importan	ce of having ai	n independent chairman of the		



Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
6	Report on Online Child Exploitation	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn exploitation of children through the company s products the company is managing related risks.	•			•		
7	Assess Feasibility of Cyber Security and Data Privacy as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warr performance measures of senior executive compensation performance on these considerations, alongside financia firm's stated commitments to maintaining strong privacy	n would serve I factors, is ap	to further in	ncentivize exec aligned with m	utives to ensure that company anagement's interests, the	/	
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante arrangements, the current agreements will not be affect shareholder approval of a new or renewed severance an	ed, and the pi	roposal offei	rs flexibility as	to when the board may seek		
Ballot D	etails						

Instructor

Auto-Instructed

Name

Ballot Status

Date

Instructed

04/19/2019

Approver

Auto-Approved

Name

Date

Approved

04/19/2019

Total Shares:

Votable Shares

6,990

Shares Voted

6,990

6,990

WEC Energy Group, Inc.

Custodian

Account Number

Institutional Account Detail

Rhumbline Custom S&P Index, 6728029082

(IA Name, IA Number)

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Barbara L. Bowles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	ercent diversity.		
1.2	Elect Director Albert J. Budney, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	ercent diversity.		
1.3	Elect Director Patricia W. Chadwick	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.



WEC Energy Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.4	Elect Director Curt S. Culver	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.5	Elect Director Danny L. Cunningham	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial a	liversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.6	Elect Director William M. Farrow, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is gender and racial a employed full-time and sits on boards at more than			s at least 30 p	ercent diversity.The nominee	is	
1.7	Elect Director Thomas J. Fischer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is gender and racial a employed full-time and sits on boards at more than	,		s at least 30 p	ercent diversity.The nominee	is	
1.8	Elect Director J. Kevin Fletcher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.9	Elect Director Gale E. Klappa	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is gender and racial a employed full-time and sits on boards at more than			s at least 30 p	ercent diversity.The nominee	is	
1.10	Elect Director Henry W. Knueppel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.11	Elect Director Allen L. Leverett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.12	Elect Director Ulice Payne, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is gender and racial a employed full-time and sits on boards at more than	,		s at least 30 p	ercent diversity.The nominee	is	
1.13	Elect Director Mary Ellen Stanek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There is	s at least 30 p	ercent 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 However, shareholders should monitor pay decisions		-				
3	Ratify Deloitte & Touche LLP as Auditor	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	04/04/2019	Auto-Approved	04/04/2019	100	100



WEC Energy Group, Inc.

Country: USA

Meeting Type: Annual

Total Shares:	100	100

Meeting ID: 1311796

Welltower Inc.

Meeting Date: 05/02/2019

Record Date: 03/05/2019

Record	Sate: 05/05/2019	riceting Type. Ann	uai		i ickei .	VVLLL				
Primary C	CUSIP: 95040Q104	Primary ISIN: US9504	10Q1040		Primary	SEDOL: BYVYHI	H4			Proxy Level: 3
Total Ball	ots: 1	Shares Voted: 1,160 Voting Policy: UUA		Votable Si	hares: 1,160		*Shares on Lo	an: 0		Shares Instructed: 1,160
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruc	cion
1a	Elect Director Kenneth J. Bacon	n	Mgmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: The non and racial diversity on the board	, ,			more than 2 p	ublic companie	es.There is gende	er		-
1b	Elect Director Thomas J. DeRos	sa	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	pard. There i	is at least 30 p	ercent diversity	V.			-
1c	Elect Director Karen B. DeSalvo)	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	pard. There i	is at least 30 p	ercent diversity	V.			-
1d	Elect Director Jeffrey H. Donah	nue	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	pard. There i	is at least 30 p	ercent diversity	<i>y.</i>			-
1e	Elect Director Timothy J. Naug	hton	Mgmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: The normal racial diversity on the board				more than 2 p	ublic companie	es.There is gende	er		-
1f	Elect Director Sharon M. Oster		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	pard. There i	is at least 30 p	ercent diversity	<i>y.</i>			-
1g	Elect Director Sergio D. Rivera		Mgmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: The nor aggregate fees paid to the compercent diversity.									-
1h	Elect Director Johnese M. Spiss	60	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	pard. There i	is at least 30 p	ercent diversity	V.			-
1i	Elect Director Kathryn M. Sulliv	van	Mgmt	Yes	For	For		For	For	

Primary Security ID: 95040Q104

Ticker: WELL

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Welltower Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion		
1j	Elect Director R. Scott Trumbull		Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: The nominaggregate fees paid to the compapercent diversity.											
1k	Elect Director Gary Whitelaw		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: There is g	nender and racial divers	sity on the bo	ard. There is	at least 30 pe	rcent diversity.						
2	Ratify Ernst & Young LLP as Aud	itor	Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: Greater th	han 25 percent of total	audit fees pa	id are attribi	utable to non-a	udit work.						
3	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review, though some concerns are highlighted.											
Ballot D	etails											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted	

Auto-Instructed

04/05/2019

Auto-Approved

04/05/2019

For

For

For

For

Total Shares:

1,160

1,160

1,160

1,160

AbbVie Inc.

1.2

1.3

Elect Director Brett J. Hart

Rhumbline Custom S&P Index, 6728029082

6728029082

, ,		Country: USA Meeting Type: Annual			Primary Ticker:	Security ID: 00287Y109 ABBV	Meeting ID: 1312033	
Primary C	USIP: 00287Y109	Primary ISIN: US00287Y1091			Primary	SEDOL: B92SR70	Proxy Level: 3	
		Shares Voted: 210			ares: 210	*Shares on Lo	oan: 0	Shares Instructed: 210
Total Ballo	ots: 2	Voting Policy: UUA						
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	1.1 Elect Director William H.L. Burnside		Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversi			ard. There is	s at least 30 pe	ercent diversity.		

Elect Director Edward J. Rapp Mgmt Yes For For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Mgmt

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Confirmed



AbbVie Inc.

roposal umber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total a	audit fees paid a	are attributa	ble to non-aud	lit 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 we for the year under review.	arranted given t	that pay is re	easonably align	ned with company performance	e	
4	Eliminate Supermajority Vote Requirement for Amendments to the By-Law and Certificate of Incorporation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is we enable shareholders to have a more meaningful voice	-				•	
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
5	Report on Lobbying Payments and Policy Voting Policy Rationale: A vote FOR this resolution is w lobbying and oversight mechanisms, would provide sh management of its lobbying activities and any related	varranted, as ac areholders a co	dditional info	ormation on the	e company's direct and indirec		For
	Voting Policy Rationale: A vote FOR this resolution is v lobbying and oversight mechanisms, would provide sh	varranted, as ac areholders a co	dditional info	ormation on the	e company's direct and indirec		For
5	Voting Policy Rationale: A vote FOR this resolution is v lobbying and oversight mechanisms, would provide sh management of its lobbying activities and any related Report on Integrating Risks Related to Drug	varranted, as ac areholders a co risks and benef SH arranted due to of comprehensiv	dditional info mprehensive fits. Yes the compan ve disclosure	Against oy's current uses a describing ho	e company's direct and indirect g of the company's For e of incentive program metrics w risks related to public	<i>t</i>	

Institutional Account Detail (IA Name, 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	04/16/2019	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 Record Date: 03/05/2019	Country: USA Meeting Type: Annual	Primary Security ID: 125896100 Ticker: CMS	Meeting ID: 1311134
Primary CUSIP: 125896100	Primary ISIN: US1258961002	Primary SEDOL: 2219224	Proxy Level: 3



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 Instructi
1a	Elect Director Jon E. Barfield	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Deborah H. Butler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Kurt L. Darrow	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Stephen E. Ewing	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director William D. Harvey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Patricia K. Poppe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director John G. Russell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Suzanne F. Shank	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Myrna M. Soto	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is gender and racial diver employed full-time and sits on boards at more than 2 pu	•		s at least 30 pe	ercent diversity.The nominee i	s	
1j	Elect Director John G. Sznewajs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director Laura H. Wright	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is gender and racial diver employed full-time and sits on boards at more than 2 pu	•		s at least 30 pe	ercent diversity.The nominee i	's	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is war	ranted, as pay	and perform	mance are reas	sonably aligned at this time.		
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	it work.		



5,832

5,832

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 Instruct	tion	
4	Report on Political Contributions	s Disclosure	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote For contributions, including payments company's political engagement of	s to trade associations,	would give sh	nareholders a							
Ballot D	etails										
	nal Account Detail , IA Number)	Custodian Account Number	Ballot Stat	us	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:

Illinois Tool Works Inc.

Meeting Date: 05/03/2019	Country: USA	Primary Sec	urity ID: 452308109	Meeting ID: 1311737	
Record Date: 03/04/2019	Meeting Type: Annual	Ticker: ITW			
Primary CUSIP: 452308109	Primary ISIN: US4523081093	Primary SEDO	L: 2457552	Proxy Level: 3	
	Shares Voted: 1,235	Votable Shares: 1,235	*Shares on Loan: 0	Shares Instructed: 1,235	
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 Daniel J. Brutto	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Susan Crown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There i	s at least 30 pe	ercent diversity.		
1c	Elect Director James W. Griffith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There i	s at least 30 pc	ercent diversity.		
1d	Elect Director Jay L. Henderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There i	s at least 30 pe	ercent diversity.		
1e	Elect Director Richard H. Lenny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There i	s at least 30 pe	ercent diversity.		
1f	Elect Director E. Scott Santi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There i	s at least 30 po	ercent diversity.		
1g	Elect Director James A. Skinner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		



Illinois Tool Works Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1h	Elect Director David B. Smith, J	r.	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	/.				
1i	Elect Director Pamela B. Strobe	I	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	/.				
1j	Elect Director Kevin M. Warren		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	/.				
1k	Elect Director Anre D. Williams		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	/.				
2	Ratify Deloitte & Touche LLP as	Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less tha	n 25 percent of total o	audit fees paid d	are attributa	able to non-aud	lit work.					
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F	OR this proposal is wa	arranted, as pay	and perfor	mance are reas	sonably aligned	d at this time.				
4	Provide Right to Act by Written	Consent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote F shareholder rights.	OR this proposal is wa	arranted given t	hat the abili	ity to act by wr	itten consent v	would enhance				
5	Adopt Quantitative Company-w	ide GHG Goals	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote F GHG reduction goals, and oversit company's management of these	ght mechanisms for re	eduction activition								
Ballot D		-									
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/10/2019	Auto-Approved	04/10/2019		1,235	1,235

Berkshire Hathaway Inc.

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

Total Shares:

1,235

1,235

Total Ballots: 1



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

Berkshire Hathaway Inc.

Voting Policy: UUA

Shares \		Shares Instructed: 2,110

Votable Voting Vote Proposal **Proposal Text** Proposal ISS Rec **Policy Rec** Instruction Number Proponent Mgmt Rec Elect Director Warren E. Buffet Withhold Withhold 1.1 Mgmt Yes For For Voting Policy Rationale: Less than 30% of the board is diverse. 1.2 Elect Director Charles T. Munger Withhold Withhold Yes For For Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. 1.3 Elect Director Gregory E. Abel Withhold Withhold For Voting Policy Rationale: Less than 30% of the board is diverse. 1.4 Elect Director Howard G. Buffett Yes For Withhold Withhold Voting Policy Rationale: Less than 30% of the board is diverse. 1.5 Elect Director Stephen B. Burke Withhold Withhold Yes For For Voting Policy Rationale: Less than 30% of the board is diverse. 1.6 Elect Director Susan L. Decker Yes For For Withhold Withhold Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. 1.7 Elect Director William H. Gates, III Mgmt Yes For For Withhold Withhold Voting Policy Rationale: Less than 30% of the board is diverse. 1.8 Elect Director David S. Gottesman Yes For For Withhold Withhold Voting Policy Rationale: Less than 30% of the board is diverse. 1.9 Elect Director Charlotte Guyman Yes For For Withhold Withhold Voting Policy Rationale: Less than 30% of the board is diverse. 1.10 Elect Director Ajit Jain Yes For For Withhold Withhold Voting Policy Rationale: Less than 30% of the board is diverse. 1.11 Elect Director Thomas S. Murphy Yes For For Withhold Withhold Voting Policy Rationale: Less than 30% of the board is diverse. 1.12 Elect Director Ronald L. Olson Yes For For Withhold Withhold

Voting Policy Rationale: Less than 30% of the board is diverse.



Berkshire Hathaway Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructio	n	
1.13	Elect Director Walter Scott, Jr		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: WITHH- concerns raised for the first tim- compensation remains minimal, salaries with overall pay that is fully assess and understand the the two new executive directors board is diverse.	round executive Office. any performantation committe ation committe	ve compens rs appointed ace. The pro ree s decision	sation. Although d to the board in oxy does not pro ons or oversight	CEO Warren in 2018 receive ovide sufficient related to con	Buffet s ad large base disclosure to appensation for					
1.14	Elect Director Meryl B. Witmen	r	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: Less th	nan 30% of the board is o	diverse.								
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved	,	otable Shares	Shares Voted
Rhumbline	e 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 Record Date: 03/14/2019	Country: USA Meeting Type: Special	Primary Sec Ticker: ABCB	urity ID: 03076K108	Meeting ID: 1312998
Primary CUSIP: 03076K108	Primary ISIN: US03076K1088	Primary SEDO	L: 2038849	Proxy Level: 5
Total Ballots: 1	Shares Voted: 3,406 Voting Policy: UUA	Votable Shares: 3,406	*Shares on Loan: 0	Shares Instructed: 3,406

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this transaction is potential, and earnings accretion.	warranted give	en the strate	gic rationale, r	easonable valuation, synergy		
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 transaction is warranted.

Ballot Details

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



Eli Lilly and Company

Meeting Date: 05/06/2019 Country: USA Primary Security ID: 532457108 Meeting ID: 1311850 Ticker: LLY Record Date: 02/26/2019 Meeting Type: Annual Primary CUSIP: 532457108 Primary ISIN: US5324571083 Primary SEDOL: 2516152 Proxy Level: 3 Shares Voted: 1,090 Votable Shares: 1,090 *Shares on Loan: 0 Shares Instructed: 1,090 Total Ballots: 1 Voting Policy: UUA Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director Ralph Alvarez 1a Mgmt Yes For Against Against Against 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. 1h Elect Director Carolyn R. Bertozzi Mgmt Yes Against Against For Against 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. 1c Elect Director Juan R. Luciano Mgmt Yes For Against Against Against 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. 1d Elect Director Kathi P. Seifert Against Mamt Yes For Against Against 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. Advisory Vote to Ratify Named Executive Mgmt For For For For Yes Officers' Compensation Voting Policy Rationale: A vote FOR this proposal is warranted given that pay and performance are reasonably aligned for the vear under review. Ratify Ernst & Young LLP as Auditor Mamt For For For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work. Declassify the Board of Directors Mamt Yes For For For For 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. Eliminate Supermajority Vote Requirement For 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. Report on Lobbying Payments and Policy Yes For For Against 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.



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 Record Date: 03/08/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: PBI	curity ID: 724479100	Meeting ID: 1308042
Primary CUSIP: 724479100	Primary ISIN: US7244791007	Primary SEDO	DL: 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 Instruct
1a	Elect Director Anne M. Busquet	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include on boards at more than 2 public companies.	e at least one mind	rity director	The nominee i	is employed full-time and sits		
1b	Elect Director Robert M. 'Bob' Dutkowsky	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include on boards at more than 2 public companies.	e at least one mind	rity director	The nominee i	is employed full-time and sits		
1c	Elect Director Roger Fradin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include on boards at more than 2 public companies.	e at least one mind	rity director	The nominee i	is employed full-time and sits		
1d	Elect Director Anne Sutherland Fuchs	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	e at least one mind	rity director				
1e	Elect Director Mary J. Steele Guilfoile	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include on boards at more than 2 public companies.	e at least one mind	rity director	The nominee i	is employed full-time and sits		
1f	Elect Director S. Douglas Hutcheson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	e at least one mind	rity director				
1g	Elect Director Marc B. Lautenbach	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	e at least one mind	rity 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.



Pitney Bowes, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1 i	Elect Director Linda S. Sanford		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at le	ast one minor	rity director.							
1j	Elect Director David L. Shedlarz		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at le	ast one minor	rity director.							
2	Ratify PricewaterhouseCoopers L	LP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total aud	dit fees paid a	are attributa	ble to non-audi	it work.					
3	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO goals set above the prior year's pe predominately performance-based	erformance. Annual inco	entive payout	s were belo	w target and e	quity grants re	mained	,			
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on	the Equity Plan Scorece	ard evaluation	n (EPSC), a	vote FOR this p	proposal is war	ranted.				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Albemarle Corporation

Rhumbline Custom S&P Index, 6728029082

6728029082

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

Auto-Instructed

04/23/2019

Auto-Approved

04/23/2019

Total Shares:

710

710

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
2a	Elect Director Mary Lauren Brlas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
2b	Elect Director William H. Hernandez	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Confirmed



Albemarle Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2c	Elect Director Luther C. Kissam, IV	1	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
2d	Elect Director Douglas L. Maine		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
2e	Elect Director J. Kent Masters		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
2f	Elect Director James J. O'Brien		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
2g	Elect Director Diarmuid B. O'Conne	ell	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
2h	Elect Director Dean L. Seavers		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
2i	Elect Director Gerald A. Steiner		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
2j	Elect Director Harriett Tee Taggar	t	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
2k	Elect Director Alejandro D. Wolff		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.				-	
3	Ratify PricewaterhouseCoopers LL Auditors	P as	Mgmt	Yes	For	For		For	For	_	
	Voting Policy Rationale: Less than 2	25 percent of total aud	dit fees paid a	are attributa	ble to non-audi	t work.				-	
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Confirmed

6728029082

Rhumbline Custom S&P Index, 6728029082

Auto-Instructed

04/02/2019 Auto-Approved

04/07/2019

Total Shares:

470

470

470

470



Baxter International Inc.

Meeting Date: 05/07/2019Country: USAPrimary Security ID: 071813109Meeting ID: 1313527Record Date: 03/14/2019Meeting Type: AnnualTicker: BAX

Shares Voted: 1,581 Votable Shares: 1,581 *Shares on Loan: 0 Shares Instructed: 1,581

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose "Joe" E. Almeida	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Thomas F. Chen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director John D. Forsyth	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director James R. Gavin, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Peter S. Hellman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Michael F. Mahoney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Patricia B. Morrrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Stephen N. Oesterle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Cathy R. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Thomas T. Stallkamp	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director Albert P.L. Stroucken	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
11	Elect Director Amy A. Wendell	Mgmt	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.

Proposal



Voting

Vote

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

Baxter International Inc.

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote year under review.	FOR this proposal is wa	rranted given i	that pay and	d performance a	are reasonably	aligned for the				
3	Ratify PricewaterhouseCoopers Auditors	s LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less the	an 25 percent of total a	udit fees paid	are attributa	able to non-aud	lit work.					
4	Require Independent Board Ch	nairman	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote board.	FOR this proposal is wa	rranted given i	the importar	nce of having a	n independent	chairman of th	е			
5	Provide Right to Act by Written	n Consent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote shareholders an additional mean		-				would afford				
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Sta	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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

Votable

Callaway Golf Co.

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc			
1.1	Elect Director Oliver G. "Chip" Brewer, III	Mgmt	Yes	For	For	For	For			
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1.2	Elect Director Ronald S. Beard	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	at least 30 pe	ercent diversity.					
1.3	Elect Director Samuel H. Armacost	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									



Callaway Golf Co.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	on	
1.4	Elect Director John C. Cushman	, III	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There i	is at least 30 pe	ercent diversity	<i>'</i> .				
1.5	Elect Director Laura J. Flanagar	1	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There i	is at least 30 pe	ercent diversity	<i>'</i> .				
1.6	Elect Director Russell B. Fleisch	er	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There i	is at least 30 pe	ercent diversity	<i>′</i> .				
1.7	Elect Director John F. Lundgren		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There i	is at least 30 pe	ercent diversity	<i>'</i> .				
1.8	Elect Director Adebayo O. Ogur	ılesi	Mgmt	Yes	For	For		Withhold	Withhold	I	
	Voting Policy Rationale: The nomand racial diversity on the board.				more than 2 pt	ublic companie	s.There is gend	ler			
1.9	Elect Director Linda B. Segre		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There i	is at least 30 pe	ercent diversity	·.				
1.10	Elect Director Anthony S. Thorn	ley	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'</i> .				
2	Ratify Deloitte & Touche LLP as	Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less that	n 25 percent of total a	oudit fees paid a	are attributa	able to non-aud	lit work.					
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.	a concern was noted	, a vote FOR th	nis proposal	is warranted as	s pay and perfo	ormance are				
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	stment 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



NiSource Inc.

Shares Voted: 300 Votable Shares: 300 *Shares on Loan: 0 Shares Instructed: 300

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Peter A. Altabef	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Theodore H. Bunting, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Eric L. Butler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Aristides S. Candris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Wayne S. DeVeydt	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 po	ublic companies.There is gend	ler	
1f	Elect Director Joseph Hamrock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Deborah A. Henretta	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 pe	ublic companies.There is gend	ler	
1h	Elect Director Michael E. Jesanis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Kevin T. Kabat	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Carolyn Y. Woo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent 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 war	ranted, as pay	and perform	mance are reas	sonably 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 at	ıdit fees paid a	are attributa	ble to non-aud	lit work.		
4	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the proposal is warn	ranted given ti	hat the requ	est is reasonal	ble and there are no substanti	a/	

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.



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

NiSource Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
5	Amend Certificate of Incorpo Directors May Be Removed W Cause		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote without cause by a simple maj	, ,					directors with o	r		-	
6	Amend Qualified Employee Si Plan	tock Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote shares reserved is reasonable; Code.	, ,		,	,	,				-	
7	Reduce Ownership Threshold Shareholders to Call Special N		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	arranted as it w	ould enhan	ce the evistina s	harahaldar ric		,		-	
	meetings.	, . ,			te the existing s	narenoluer ng	int to call specia	7/			
	meetings.	, . ,			ce the existing s	narenoluer rig	int to call specia	11			
Ballot De	meetings.	Custodian Account Number	Ballot Stat		Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Ballot De Institution (IA Name	meetings. etails anal Account Detail	Custodian			Instructor	Date	Approver	Date		Votable Shares	Shares Voted

PROS Holdings, Inc.

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1.1	Elect Director Andres D. Reiner	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include	de at least one mino	rity director.	Less than 30%	% of the board is divers	se.	
1.2	Elect Director Ronald F. Woestemeyer	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include	de at least one mino	rity director.	Less than 30%	% of the board is divers	se.	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted. 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.

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



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 Score	card evaluation	n (EPSC), a	vote FOR this p	proposal is warranted.		
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total at	udit fees paid a	are attributa	ble to non-aud	it 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 Record Date: 03/11/2019	Country: USA Meeting Type: Annual	Primary Secur Ticker: REG	rity ID: 758849103	Meeting ID: 1311334
Primary CUSIP: 758849103	Primary ISIN: US7588491032	Primary SEDOL:	: 2726177	Proxy Level: 3
	Shares Voted: 890	Votable Shares: 890	*Shares on Loan: 0	Shares Instructed: 890
Total Ballots: 1	Voting Policy: UUA			

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

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



Regency Centers Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on		
1g	Elect Director Karin M. Klein		Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: The board	d does not include at l	east one mino	rity director	Less than 30%	of the board	is diverse.					
1h	Elect Director Peter D. Linneman	ı	Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: The board nominee is employed full-time and			•		of the board	is diverse.The					
1i	Elect Director David P. O'Connor		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.											
1j	Elect Director Lisa Palmer		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.											
1k	Elect Director John C. Schweitzer	r	Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: The board	d does not include at l	east one mino	rity director	Less than 30%	of the board	is diverse.					
11	Elect Director Thomas G. Wattle	S	Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: The board	d does not include at l	east one mino	rity director	Less than 30%	of the board	is diverse.					
2	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote FC	OR this proposal is war	ranted, as pay	and perfor	mance are reas	sonably aligned	d at this time.					
3	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For			
	obting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.											
4	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: Less than	25 percent of total au	ıdit fees paid a	are attributa	able to non-aud	lit work.						
Ballot Details												
Institutional Account Detail Custodian (IA Name, IA Number) Account Number		Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Sh	ares Voted	
Rhumbline	e 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		



The GEO Group, Inc.

(IA Name, IA Number)

Socially Responsible Investing, 6728029075

Total Ball	Shares Voted: Voting Policy:		Votable Sh	nares: 517		*Shares on Loa	an: 0		Shares Instructed: 517
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion
1.1	Elect Director Anne N. Foreman	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is gender and racio	al diversity on the bo	ard. There is	s at least 30 pe	ercent diversity				
1.2	Elect Director Richard H. Glanton	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is gender and racio	al diversity on the bo	ard. There is	s at least 30 pe	ercent diversity	<u>'</u>			
1.3	Elect Director Scott M. Kernan	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is gender and racio	al diversity on the bo	ard. There is	s at least 30 pe	ercent diversity	:			
1.4	Elect Director Guido Van Hauwermeiren	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is gender and racio	al diversity on the bo	ard. There is	s at least 30 pe	ercent diversity	:			
1.5	Elect Director Christopher C. Wheeler	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is gender and racio	al diversity on the bo	ard. There is	s at least 30 pe	ercent diversity	:			
1.6	Elect Director Julie Myers Wood	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is gender and racio	al diversity on the bo	ard. There is	s at least 30 pe	ercent diversity	:			
1.7	Elect Director George C. Zoley	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is gender and racio	al diversity on the bo	ard. There is	s at least 30 pe	ercent diversity				
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: Less than 25 percent of t	total audit fees paid a	are attributa	ble to non-aud	lit work.				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: Although a concern was reasonably aligned at this time.	identified, a vote FOP	R this propo	sal is warrante	d as pay and p	erformance are			
4	Report on Human Rights Policy Implementation	SH	Yes	For	For		For	For	-
Ballot I	Voting Policy Rationale: A vote FOR this proposal remediation related to GEO's implementation of it the company's oversight and management of the Details	ts human rights polic							

Ballot Status

Confirmed

Account Number

6728029075

Instructor

Auto-Instructed

Approver

Auto-Approved

Approved

04/17/2019

Total Shares:

Votable Shares

517

517

Shares Voted

517

517

Instructed

04/17/2019



BlackLine, Inc.

_	Date: 05/08/2019 Date: 03/11/2019	Country: USA Meeting Type: A	Annual		Primar Ticker:	y Security ID: 0923 BL	39B109	Meeting ID: 1	311324
Primary C	USIP: 09239B109	Primary ISIN: US0	09239B1098		Primary	SEDOL: BD3WZS6		Proxy Level: 3	
Total Ballo	ots: 1	Shares Voted: 2,63 Voting Policy: UUA		Votable Si	nares: 2,631	*Sh	ares on Loan: 0	Shares Instruct	ed: 2,631
roposal lumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Re	Vote Instruction	
1.1	Elect Director John Brennan		Mgmt	Yes	For	Withhold	Withhold	Withhold	
	Yoting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees John Brennan, William Gris Graham Smith given the board's failure to remove, or subject to a sunset requirement, the supermajority vote require enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholights.Less than 30% of the board is diverse. Elect Director William Griffith Mgmt Yes For Withhold					rement to			
1.2	Elect Director William Griffith		Mgmt	Yes	For	Withhold	Withhold	Withhold	
	Voting Policy Rationale: WITH	HOLD votes are warra	nted for incumber	nt director n	ominees John	Brennan, William Gr	iffith, and		
	Graham Smith given the board enact certain changes to the go rights.Less than 30% of the bo	's failure to remove, c overning documents a	or subject to a sur	set requirer	ment, the supe	ermajority vote requi	rement to		
	enact certain changes to the go	's failure to remove, c overning documents a	or subject to a sur	set requirer	ment, the supe	ermajority vote requi	rement to	Withhold	
1.3	enact certain changes to the go rights.Less than 30% of the bo	's failure to remove, coverning documents a pard is diverse. dOLD votes are warra 's failure to remove, coverning documents a	or subject to a sur and the classified a Mgmt anted for incumber or subject to a sur	set requirer board, each Yes nt director n set requirer	nent, the supe of which adve For ominees John ment, the supe	ermajority vote requi ersely impacts shareh Withhold Brennan, William Gr ermajority vote requi	withhold wiffith, and rement to	Withhold	
1.3	enact certain changes to the gorights.Less than 30% of the bolling the Director Graham Smith Voting Policy Rationale: WITHE Graham Smith given the board enact certain changes to the go	's failure to remove, o overning documents a lard is diverse. dOLD votes are warra 's failure to remove, o overning documents a lard is diverse.	or subject to a sur and the classified a Mgmt anted for incumber or subject to a sur	set requirer board, each Yes nt director n set requirer	nent, the supe of which adve For ominees John ment, the supe	ermajority vote requi ersely impacts shareh Withhold Brennan, William Gr ermajority vote requi	withhold wiffith, and rement to	Withhold	
1.3	enact certain changes to the grights.Less than 30% of the both Elect Director Graham Smith Voting Policy Rationale: WITHING Graham Smith given the board enact certain changes to the good rights.Less than 30% of the both	's failure to remove, o overning documents a lard is diverse. HOLD votes are warra 's failure to remove, o overning documents a lard is diverse.	or subject to a sur and the classified a Mgmt anted for incumber or subject to a sur and the classified a	nset requirer board, each Yes nt director n nset requirer board, each	ment, the supe of which adve For ominees John ment, the supe of which adve	ermajority vote requi ersely impacts shareh Withhold Brennan, William Gr. ermajority vote requi ersely impacts shareh	withhold wiffith, and rement to		
1.3	enact certain changes to the grights.Less than 30% of the both Elect Director Graham Smith Voting Policy Rationale: WITHE Graham Smith given the board enact certain changes to the grights.Less than 30% of the both Elect Director Mika Yamamoto	's failure to remove, of coverning documents a coverning document a coverning document a coverning documents a coverning document a c	or subject to a sur and the classified a Mgmt anted for incumber or subject to a sur and the classified a	nset requirer board, each Yes nt director n nset requirer board, each	ment, the supe of which adve For ominees John ment, the supe of which adve	ermajority vote requi ersely impacts shareh Withhold Brennan, William Gr. ermajority vote requi ersely impacts shareh	withhold wiffith, and rement to		
1.3	enact certain changes to the grights.Less than 30% of the both Elect Director Graham Smith Voting Policy Rationale: WITHF Graham Smith given the board enact certain changes to the grights.Less than 30% of the both Elect Director Mika Yamamoto Voting Policy Rationale: Less the Ratify PricewaterhouseCooper	's failure to remove, of poerning documents a pard is diverse. If OLD votes are warrant's failure to remove, of poerning documents a pard is diverse.	or subject to a sur and the classified a Mgmt anted for incumber or subject to a sur and the classified a Mgmt d is diverse.	Yes And director noiset requirer board, each Yes Yes Yes Yes	For For For For For For For For	ermajority vote requiersely impacts shareh Withhold Brennan, William Gremajority vote requiersely impacts shareh For	withhold wit	Withhold	
1.3	enact certain changes to the grights.Less than 30% of the both the both the policy Rationale: WITHH Graham Smith given the board enact certain changes to the grights.Less than 30% of the both the policy Rationale: Less the Ratify PricewaterhouseCooper Auditors	's failure to remove, of overning documents a pard is diverse. If OLD votes are warrant's failure to remove, of overning documents a pard is diverse. If our other than 1997 of the board of the same and 1998 of the board of the same and 25 percent of total overning documents and 25 percent of total overning documents.	or subject to a sur and the classified a Mgmt anted for incumber or subject to a sur and the classified a Mgmt d is diverse.	Yes And director noiset requirer board, each Yes Yes Yes Yes	For For For For For For For For	ermajority vote requiersely impacts shareh Withhold Brennan, William Gremajority vote requiersely impacts shareh For	withhold wit	Withhold	
1.3	enact certain changes to the grights.Less than 30% of the both of the both of the policy Rationale: WITHING Fraham Smith Graham Smith given the board enact certain changes to the grights.Less than 30% of the both of the policy Rationale: Less the Ratify PricewaterhouseCooper Auditors Voting Policy Rationale: Less the Advisory Vote to Ratify Name	I's failure to remove, of overning documents a lard is diverse. HOLD votes are warra i's failure to remove, of overning documents a lard is diverse. The sum of the board is the sum of the sum of the board is diverse. The sum of the board is the sum of the board is diverse. The sum of the board is the sum of the sum of the board is the sum of the board is the sum of th	Mgmt Mgmt Mgmt Inted for incumber or subject to a sur, and the classified in Mgmt Mgmt I is diverse. Mgmt Mgmt Mgmt Mgmt Mgmt Mgmt	Yes At director n Asset requirer As	For For For For For For For For	ermajority vote requirersely impacts shareh Withhold Brennan, William Gremajority vote requirersely impacts shareh For For For For For For	withhold withhold iffith, and irement to holder withhold For	Withhold	

Ballot Details

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



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

Shares Voted: 67 Votable Shares: 67 *Shares on Loan: 0

Total Ballots: 1 Voting Policy: UUA

*Shares on Loan: 0 Shares Instructed: 67

Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director Terrence A. Duffy Mgmt Yes For For Against Against 1a Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Timothy S. Bitsberger 1b Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Charles P. Carey Mgmt For Against 1c Yes For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1d Elect Director Dennis H. Chookaszian 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. Elect Director Ana Dutra For For Mamt Yes Against 1e Against Voting Policy Rationale: Less than 30% of the board is diverse. 1f Elect Director Martin J. Gepsman Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1g Elect Director Larry G. Gerdes Mamt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Daniel R. Glickman 1h Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1i Elect Director Daniel G. Kaye Against Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1j Elect Director Phyllis M. Lockett For Against Yes For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director Deborah J. Lucas Mamt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 11 Elect Director Alex J. Pollock Mgmt For Yes For Against Against

Voting Policy Rationale: Less than 30% of the board is diverse.



CME Group Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1m	Elect Director Terry L. Savage	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the	e board is diverse.								
1n	Elect Director William R. Shepard	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the	e board is diverse.								
10	Elect Director Howard J. Siegel	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the	e board is diverse.								
1p	Elect Director Michael A. Spencer	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the	e board is diverse.								
1q	Elect Director Dennis A. Suskind	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the	e board is diverse.								
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than 25 percent	of total audit fees paid	are attributa	ble to non-aud	dit work.					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this propreview, though certain concerns continue to be		and perform	nance are reas	sonably aligned	for the year in				
Ballot D	etails									
	onal Account Detail Custodian e, IA Number) Account Nu	ımber Ballot Sta	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

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 Record Date: 03/15/2019	Country: USA Meeting Type: Annual		Primary Security ID Ticker: UFS	: 257559203	Meeting ID: 1320530
Primary CUSIP: 257559203	Primary ISIN: US2575592033		Primary SEDOL: B1T842	74	Proxy Level: 3
	Shares Voted: 280	Votable Shares	s: 280	*Shares on Loan: 0	Shares Instructed: 280
Total Ballots: 1	Voting Policy: UUA				

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

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Domtar Corporation

Rhumbline Custom S&P Index, 6728029082

6728029082

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.2	Elect Director Robert E. Apple		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
1.3	Elect Director David J. Illingwort	:h	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				•	
1.4	Elect Director Brian M. Levitt		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
1.5	Elect Director David G. Maffucci		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.	,			•	
1.6	Elect Director Pamela B. Strobel		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.	,			•	
1.7	Elect Director Denis Turcotte		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nome and racial diversity on the board.				more than 2 pu	ıblic companies	s.There is gende	er			
1.8	Elect Director John D. Williams		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
1.9	Elect Director Mary A. Winston		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nome and racial diversity on the board.				more than 2 pu	ıblic companies	s.There is gende	er			
2	Advisory Vote to Ratify Named E Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.	some concerns are no	ted, a vote FC	OR this propo	osal is warrante	ed as pay and p	performance are	•		-	
3	Ratify PricewaterhouseCoopers I	LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total au	dit fees paid a	are attributa	ble to non-aud	it work.					
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Confirmed

Auto-Instructed

04/15/2019

Auto-Approved

04/15/2019

Total Shares:

280

280

280



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 Shares Instructed: 4,585

Total Ballots: 2 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Michael A. Mussallem	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	e at least one mino	rity director.	Less than 30%	% of the board is divers	se.	
1b	Elect Director Kieran T. Gallahue	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	le at least one mino	rity director.	Less than 30%	% of the board is divers	<i>5e.</i>	
1c	Elect Director Leslie S. Heisz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	le at least one mino	rity director.	Less than 30%	% of the board is divers	5e.	
1d	Elect Director William J. Link	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include nominee is employed full-time and sits on boards a		•		% of the board is divers	se.The	
1e	Elect Director Steven R. Loranger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	le at least one mino	rity director.	Less than 30%	% of the board is divers	se.	
1f	Elect Director Martha H. Marsh	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	le at least one mino	rity director.	Less than 30%	% of the board is divers	se.	
1g	Elect Director Wesley W. von Schack	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	le at least one mino	rity director.	Less than 30%	% of the board is divers	se.	
1h	Elect Director Nicholas J. Valeriani	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	le at least one mino	rity director.	Less than 30%	% of the board is divers	se.	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is	s warranted as pay	and perforn	mance remain i	reasonably aligned at to	his time.	
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of to	tal audit fees paid a	are attributa	ble to non-aud	dit work.		
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For



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 Mgnt, 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 Shares Instructed: 125

Total Ballots: 1 Voting Policy: UUA

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

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



125

125

Total Shares:

Against

Against

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 Instruct	ion	
1.9	Elect Director Al Monaco		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial div	ersity on the bo	ard. There	is at least 30 po	ercent diversity	<i>'.</i>				
1.10	Elect Director Michael E.J. Phel Resolution*	ps *Withdrawn	Mgmt	No							
1.11	Elect Director Dan C. Tutcher		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial div	rersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'.</i>				
1.12	Elect Director Catherine L. Will	iams	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	/.				
2	Approve PricewaterhouseCoop Auditors and Authorize Board t Remuneration		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote I non-audit purposes.	FOR this item is warrai	nted because or	nly 16.96 pe	ercent of the fee	es paid to the a	auditor are for				
3	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	n the Equity Plan Scor	recard evaluatio	n (EPSC), a	vote FOR this	proposal is wa	rranted.			•	
4	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote I performance are reasonably alig		arranted as no s	significant c	oncerns were id	dentified and p	ay and				
Ballot [Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Socially R	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	05/01/2019	Auto-Approved	05/01/2019		125	125

General Electric Company

Elect Director Sebastien M. Bazin

1

General Electric Co	Dilipaliy			
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: 23	80498	Proxy Level: 3
	Shares Voted: 18,689	Votable Shares: 18,689	*Shares on Loan: 0	Shares Instructed: 18,689
Total Ballots: 1	Voting Policy: UUA			
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS Rec	Voting Policy Rec	Vote Instruction

Mgmt

Yes

For

For



General Electric Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
	Voting Policy Rationale: The nominee is employed full-t and racial diversity on the board. There is at least 30 pc			more than 2 pe	ublic companies.There is geno	ler	
2	Elect Director H. Lawrence Culp, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
3	Elect Director Francisco D'Souza	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
4	Elect Director Edward P. Garden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
5	Elect Director Thomas W. Horton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
6	Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-t and racial diversity on the board. There is at least 30 pc			more than 2 pt	ıblic companies.There is gend	ler	
7	Elect Director Catherine Lesjak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
8	Elect Director Paula Rosput Reynolds	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-t and racial diversity on the board. There is at least 30 pc			more than 2 pe	ıblic companies.There is gend	ler	
9	Elect Director Leslie F. Seidman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
10	Elect Director James S. Tisch	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-t and racial diversity on the board. There is at least 30 pc			more than 2 pt	ıblic companies.There is gend	ler	
11	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is with the general counsel which contains a problematic voluntarily resign for "good reason" upon a change in c trigger severance arrangement. Further, the company's discretion and paid bonuses for the year in review, desp	"good reason" ontrol and reco new annual ir	termination eive severan ncentive prog	definition. The ce, effectively gram incorpora	e agreement allows the NEO to creating a modified single oftes significant committee		
12	Approve Reduction in Minimum Size of Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wai directors while remaining in compliance with the certific to remove a director who disagrees with management of	ate of incorpo	ration; and t				
13	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For



General Electric Company

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
14	Require Independent Board Ch	nairman	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote in board.	FOR this proposal is wan	ranted given t	he importan	ce of having a	n independent	chairman of the	e			
15	Provide for Cumulative Voting		SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: UUA wil	I vote FOR this proposal									
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 Record Date: 03/15/2019	•		Primary Security ID Ticker: BSX	: 101137107	Meeting ID: 1313914
Primary CUSIP: 101137107	Primary ISIN: US1011371077		Primary SEDOL: 211343	4	Proxy Level: 3
	Shares Voted: 490	Votable Shares	: 490	*Shares on Loan: 0	Shares Instructed: 490
Total Ballots: 1	Voting Policy: UUA				

Elect Director Nelda J. Connors /oting Policy Rationale: The nominee is employed full-tand racial diversity on the board. There is at least 30 pt Elect Director Charles J. Dockendorff /oting Policy Rationale: There is gender and racial diversed. Elect Director Yoshiaki Fujimori	ercent diversit) Mgmt	y. Yes	For	For	Withhold nere is gender For	Withhol For
and racial diversity on the board. There is at least 30 pt Elect Director Charles J. Dockendorff Voting Policy Rationale: There is gender and racial dive	ercent diversity Mgmt rsity on the bo	Yes	For s at least 30 p	For percent diversity.	For	
Voting Policy Rationale: There is gender and racial dive	rsity on the bo	pard. There	is at least 30 µ	percent diversity.		
	•			,	For	For
Elect Director Yoshiaki Fujimori	Mgmt	Yes	For	For	For	For
oting Policy Rationale: There is gender and racial dive	rsity on the bo	pard. There	is at least 30 μ	percent diversity.		
Elect Director Donna A. James	Mgmt	Yes	For	For	For	For
oting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There	is at least 30 μ	percent diversity.		
Elect Director Edward J. Ludwig	Mgmt	Yes	For	For	For	For
oting Policy Rationale: There is gender and racial dive	rsity on the bo	pard. There	is at least 30 µ	percent diversity.		
Elect Director Stephen P. MacMillan	Mgmt	Yes	For	For	For	For
	Elect Director Donna A. James /oting Policy Rationale: There is gender and racial dive Elect Director Edward J. Ludwig /oting Policy Rationale: There is gender and racial dive Elect Director Stephen P. MacMillan	Elect Director Donna A. James Mgmt Noting Policy Rationale: There is gender and racial diversity on the bound of the Donard State of the Donard S	Elect Director Donna A. James Mgmt Yes Noting Policy Rationale: There is gender and racial diversity on the board. There is Elect Director Edward J. Ludwig Mgmt Yes Noting Policy Rationale: There is gender and racial diversity on the board. There is Elect Director Stephen P. MacMillan Mgmt Yes	Elect Director Donna A. James Mgmt Yes For /oting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 p Elect Director Edward J. Ludwig Mgmt Yes For /oting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 p	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Edward J. Ludwig Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Stephen P. MacMillan Mgmt Yes For For	Elect Director Donna A. James Mgmt Yes For For For For Acting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Edward J. Ludwig Mgmt Yes For For For For Acting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Stephen P. MacMillan Mgmt Yes For For For For

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



Boston Scientific Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1g	Elect Director Michael F. Mahone	еу	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity	<u>'</u>				
1h	Elect Director David J. Roux		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity	<u>'</u>				
1i	Elect Director John E. Sununu		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity					
1j	Elect Director Ellen M. Zane		Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.										
2	Advisory Vote to Ratify Named E Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC review.	OR this proposal is wai	rranted as pay	and perform	mance are reas	onably aligned	for the year in				
3	Adopt Majority Voting for Uncon Election of Directors	tested	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC meaningful voice in the election of		rranted as a m	ajority vote	standard would	d give shareho	lders a				
4	Ratify Ernst & Young LLP as Aud	litor	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											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/12/2019	Auto-Approved	04/12/2019		490	490

Corporate Office Properties Trust

Elect Director Thomas F. Brady

1a

Meeting Date: 05/09/2019	Country: USA	Primary Sec	urity ID: 22002T108	Meeting ID: 1314381
Record Date: 03/12/2019	Meeting Type: Annual	Ticker: OFC		
Primary CUSIP: 22002T108	Primary ISIN: US22002T1088	Primary SEDO	DL: 2756152	Proxy Level: 3
	Shares Voted: 2,720	Votable Shares: 2,720	*Shares on Loan: 0	Shares Instructed: 2,720
Total Ballots: 1	Voting Policy: UUA			
Proposal		Votable	Voting	Vote
Number Proposal Text	Proponent	Proposal Mgmt Rec IS	S Rec Policy Rec	Instruction

Total Shares:

Against

Against

490

490

Yes

Mgmt

For

For



Corporate Office Properties Trust

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
	Voting Policy Rationale: The board	d does not include at	least one mino	rity director.	Less than 30%	of the board	is diverse.				
1b	Elect Director Stephen E. Budorio	ck	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at	least one mino	rity director.	Less than 30%	of the board	is diverse.				
1c	Elect Director Robert L. Denton,	Sr.	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at	least one mino	rity director.	Less than 30%	of the board	is diverse.				
1d	Elect Director Philip L. Hawkins		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at	least one mino	rity director.	Less than 30%	of the board	is diverse.				
1e	Elect Director David M. Jacobstei	in	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at	least one mino	rity director.	Less than 30%	of the board	is diverse.				
1f	Elect Director Steven D. Kesler		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at	least one mino	rity director.	Less than 30%	of the board	is diverse.				
1g	Elect Director C. Taylor Pickett		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at	least one mino	rity director.	Less than 30%	of the board	is diverse.				
1h	Elect Director Lisa G. Trimberger		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at	least one mino	rity director.	Less than 30%	of the board	is diverse.				
2	Ratify PricewaterhouseCoopers L Auditors	LP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total a	udit fees paid a	are attributa	ble to non-audi	t work.					
3	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC significant concerns were identifie		rranted as pay	and perform	mance are reasc	nably aligned	and no				
Ballot D							_				
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	c Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/19/2019	Auto-Approved	04/19/2019		2,720	2,720
					<u>-</u>			Total Shares:		2,720	2,720

Covanta Holding Corporation

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



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			

Votable Voting Vote Proposal **Proposal Text** ISS Rec **Policy Rec** Instruction Number Proponent Proposal Mgmt Rec 1.1 Elect Director David M. Barse Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.2 Elect Director Ronald J. Broglio Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.3 Elect Director Peter C.B. Bynoe Mgmt 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 Linda J. Fisher Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.5 Elect Director Joseph M. Holsten Mgmt Yes 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 J. Jones Mgmt 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 Owen Michaelson Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Danielle Pletka 1.8 Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.9 Elect Director Michael W. Ranger Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Robert S. Silberman Withhold Withhold 1.10 Mgmt Voting Policy Rationale: The nominee is employed full-time and sits 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 Jean Smith For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Withhold Withhold 1.12 Elect Director Samuel Zell Mgmt Yes Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity. Ratify Ernst & Young LLP as Auditors 2 For For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.



Covanta Holding Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
3	Amend Omnibus Stock Plan		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: Based Scorecard (EPSC), a vote AGAI Estimated duration of available The plan permits liberal recycli	NST this proposal is warr and proposed shares ex	anted due to t ceeds six year	the following s;- Disclosu	g key factors:- i re of CIC vestin	Plan cost is ex g treatment is	rcessive;- s incomplete;-				
4	Advisory Vote to Ratify Name Officers' Compensation	d Executive	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 D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 Record Date: 03/12/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: DTE	ırity ID: 233331107	Meeting ID: 1307454
Primary CUSIP: 233331107	Primary ISIN: US2333311072	Primary SEDO	L: 2280220	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,357 Voting Policy: UUA	Votable Shares: 1,357	*Shares on Loan: 0	Shares Instructed: 1,357

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

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



DTE Energy Company

(IA Name, IA Number)

Rhumbline Custom S&P Index, 6728029082

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct
1.6	Elect Director Mark A. Mu	ırray	Mgmt	Yes	For	For		For	For
	Voting Policy Rationale: Th	nere is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1.7	Elect Director Ruth G. Sha	aw	Mgmt	Yes	For	For		For	For
	Voting Policy Rationale: Th	nere is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1.8	Elect Director Robert C. S	Skaggs, Jr.	Mgmt	Yes	For	For		For	For
	Voting Policy Rationale: Th	nere is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1.9	Elect Director David A. Th	nomas	Mgmt	Yes	For	For		For	For
	Voting Policy Rationale: Th	nere is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1.10	Elect Director James H. V	andenberghe	Mgmt	Yes	For	For		For	For
	Voting Policy Rationale: Th	nere is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1.11	Elect Director Valerie M. \	Williams	Mgmt	Yes	For	For		For	For
	Voting Policy Rationale: Th	nere is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
2	Ratify PricewaterhouseCo Auditors	opers LLP as	Mgmt	Yes	For	For		For	For
	Voting Policy Rationale: Le	ess than 25 percent of total au	dit fees paid a	are attributa	ble to non-aud	lit work.			
3	Advisory Vote to Ratify Na Officers' Compensation	amed Executive	Mgmt	Yes	For	For		For	For
	- ,	ter a review of the company's nably aligned with performand	•		nd practices, a	vote FOR this p	roposal is		
4	Require Independent Boa	ard Chairman	SH	Yes	Against	Against		For	For
	Voting Policy Rationale: A board.	vote FOR this proposal is warı	ranted given ti	he importan	ce of having a	n independent c	hairman of the		
5	Report on Political Contrib	butions	SH	Yes	Against	For		For	For
	policies, memberships, and	vote FOR this resolution is wa d executive-level oversight me ties and the company's manag	chanisms can	help shareh	olders assess l				
Ballot D									
Institutio	onal Account Detail	Custodian			Instructor	Date	Approver	Date	

Account Number

6728029082

Ballot Status

Confirmed

Auto-Instructed

Instructed

04/15/2019

Auto-Approved

Approved

04/15/2019

Total Shares:

Votable Shares

1,357

1,357

Shares Voted

1,357

1,357



Proxy Level: 4

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

Ford Motor Company

Primary CUSIP: 345370860

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 SEDOL: 2615468

Shares Voted: 6,332 Votable Shares: 6,332 *Shares on Loan: 0 Shares Instructed: 6,332

Total Ballots: 2 Voting Policy: UUA

Primary ISIN: US3453708600

Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction For Elect Director Stephen G. Butler Mgmt Yes For Against Against 1a Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Kimberly A. Casiano 1b Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Anthony F. Earley, Jr. Mgmt For 1c Yes For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1d Elect Director Edsel B. Ford, II Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director William Clay Ford, Jr. 1e Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1f Elect Director James P. Hackett Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director William W. Helman, IV Mgmt For Against 1g Yes For Against Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director William E. Kennard 1h Mgmt For Yes 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. 1i Elect Director John C. Lechleiter For Against Mamt Yes For Against Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director John L. Thornton For 1j Yes For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director John B. Veihmeyer Against Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 11 Elect Director Lynn M. Vojvodich Mgmt Yes For For Against Against

Voting Policy Rationale: Less than 30% of the board is diverse.



Ford Motor Company

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1m	Elect Director John S. Weinberg		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	n 30% of the board is o	diverse.								
2	Ratify PricewaterhouseCoopers	LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	n 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	lit work.					
3	Advisory Vote to Ratify Named I Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Fo	OR this proposal is war	ranted, as pay	and perfori	mance are reas	sonably aligned	d at this time.				
4	Amend NOL Rights Plan (NOL P	ill)	Mgmt	Yes	For	For		For	For		
5	Voting Policy Rationale: A vote Formatter deferred tax assets related to new of the NOL pill that mitigates some Approve Recapitalization Plan for	t operating losses, the land of the governance ri	high likelihood	of their rea	-			<i>'s</i> For	For		
	Have One-vote per Share										
	Voting Policy Rationale: A vote For voting rights on all voting items.	OR this proposal is war	ranted, as it w	ould provide	e shareholders	of the compar	ny with equal				
6	Report on Lobbying Payments a	nd Policy	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote For association activities, including massociated with the company's parameters.	anagement-level overs	sight, would he				-				
7	Report on Political Contributions	5	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote For contributions, including trade ass those contributions would allow s	ociation memberships a	and payments	, and the co							
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Hilton Worldwide Holdings Inc.

6728029082

6728029075

Rhumbline Custom S&P Index, 6728029082

Socially Responsible Investing, 6728029075

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

Auto-Instructed

Auto-Instructed

04/18/2019

04/18/2019

Auto-Approved

Auto-Approved

04/18/2019

04/18/2019

Total Shares:

5,932

400

6,332

5,932

400

6,332

Confirmed

Confirmed



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			
	Voting Policy Rationale: The board does not include	at least one mino	rity director.	There is at lea	st 30 percent diversity.					
1b	Elect Director Jonathan D. Gray	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include nominee is employed full-time and sits on boards at		,		st 30 percent diversity.The					
1c	Elect Director Charlene T. Begley	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include	at least one mino	rity director.	There is at lea	st 30 percent diversity.					
1d	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include	at least one mino	rity director.	There is at lea	est 30 percent diversity.					
1e	Elect Director Raymond E. Mabus, Jr.	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include	at least one mino	rity director.	There is at lea	est 30 percent diversity.					
1f	Elect Director Judith A. McHale	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. The nominee is employed full-time and sits on boards at more than 2 public companies.									
1g	Elect Director John G. Schreiber	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include nominee is employed full-time and sits on boards at		•		st 30 percent diversity.The					
1h	Elect Director Elizabeth A. Smith	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include	at least one mino	rity director.	There is at lea	st 30 percent diversity.					
1i	Elect Director Douglas M. Steenland	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include	at least one mino	rity director.	There is at lea	st 30 percent diversity.					
2	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is v shares reserved is reasonable; and- The offering per Code.	-			•					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Less than 25 percent of total	l audit fees paid a	are attributa	ble to non-aud	lit work.					
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For			

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.



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 Record Date: 03/15/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: ING	c urity ID: 45780L104	Meeting ID: 1313251
Primary CUSIP: 45780L104	Primary ISIN: US45780L1044	Primary SEDO	DL: BJSVLL5	Proxy Level: 3
	Shares Voted: 808	Votable Shares: 808	*Shares on Loan: 0	Shares Instructed: 808
Total Ballots: 1	Voting Policy: UUA			
Duamanal		Veteble	Vatina	Make

	Shares Voted: 808			hares: 808	*Shares on L	•••••	Shares Instructed: 80
otal Bal	lots: 1 Voting Policy: UUA						
roposal umber	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
	Voting Policy Rationale: WITHHOLD votes are warrangiven the board's failure to remove, or subject to a suchanges to the governing documents and the classifications not include at least one minority director.Less to	unset requireme ed board, each	ent, the supe of which adv	ermajority vote versely impacts	requirement to enact certain		
1.2	Elect Director Benjamin Anderson-Ray	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warrar	nted for Loren N					
1.3	Voting Policy Rationale: WITHHOLD votes are warrangiven the board's failure to remove, or subject to a suchanges to the governing documents and the classifications not include at least one minority director. Less to Elect Director Scott Wilkinson	unset requireme ed board, each	ent, the supe of which adv	ermajority vote versely impacts	requirement to enact certain	Withhold	Withhold
1.3	given the board's failure to remove, or subject to a si changes to the governing documents and the classific does not include at least one minority director.Less to	unset requiremented board, each han 30% of the Mgmt Inted for Loren Munset requiremented board, each	ent, the supe of which adv board is div Yes AcFarland, Be ent, the supe of which adv	ermajority vote versely impacts verse. For vernjamin Anders vermajority vote versely impacts	requirement to enact certain shareholder rights. The board Withhold on-Ray, and Scott Wilkinson requirement to enact certain	Withhold	Withhold
1.3	given the board's failure to remove, or subject to a sichanges to the governing documents and the classifications not include at least one minority director. Less to Elect Director Scott Wilkinson Voting Policy Rationale: WITHHOLD votes are warrangiven the board's failure to remove, or subject to a sichanges to the governing documents and the classifications.	unset requiremented board, each han 30% of the Mgmt Inted for Loren Munset requiremented board, each	ent, the supe of which adv board is div Yes AcFarland, Be ent, the supe of which adv	ermajority vote versely impacts verse. For vernjamin Anders vermajority vote versely impacts	requirement to enact certain shareholder rights. The board Withhold on-Ray, and Scott Wilkinson requirement to enact certain	Withhold	Withhold
	given the board's failure to remove, or subject to a sichanges to the governing documents and the classifications not include at least one minority director. Less to Elect Director Scott Wilkinson Voting Policy Rationale: WITHHOLD votes are warrangiven the board's failure to remove, or subject to a sichanges to the governing documents and the classification of the include at least one minority director. Less the	unset requiremented board, each han 30% of the Mgmt Inted for Loren Nunset requiremented board, each han 30% of the Mgmt	ent, the supe of which adv board is div Yes Interpretation of the ent, the supe of which adv board is div Yes	ermajority vote versely impacts erse. For enjamin Anders ermajority vote versely impacts erse. For	requirement to enact certain shareholder rights. The board Withhold on-Ray, and Scott Wilkinson requirement to enact certain shareholder rights. The board For		

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	04/22/2019	Auto-Approved	04/22/2019	808	808



Country: USA

Meeting Type: Annual

Inogen, Inc.

Total Shares: 808 808

Meeting ID: 1312685

S&P Global Inc.

Meeting Date: 05/09/2019

Record Date: 03/18/2019

1.10

Elect Director Edward B. Rust, Jr.

mary C	USIP: 78409V104	Primary ISIN: US7840	9V1044		Primary	SEDOL: BYV232	5	P	roxy Level: 3
al Ball	ots: 1	Shares Voted: 360 Voting Policy: UUA		Votable Si	hares: 360		*Shares on Loan: 0	Sł	nares Instructed: 360
osal iber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio	n
1	Elect Director Marco Alvera		Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is	gender and racial diver	sity on the bo	ard. There i	is at least 30 p	ercent diversity	<i>'</i> .		
2	Elect Director William J. Amelic)	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is	gender and racial diver	sity on the bo	ard. There i	is at least 30 p	ercent diversity			
3	Elect Director William D. Green	ı	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is	gender and racial diver	sity on the bo	ard. There i	is at least 30 p	ercent diversity	:		
.4	Elect Director Charles E. Halde	man, Jr.	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is	gender and racial diver	sity on the bo	ard. There i	s at least 30 p	ercent diversity	′.		
.5	Elect Director Stephanie C. Hill		Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is	gender and racial diver	sity on the bo	ard. There i	is at least 30 p	ercent diversity	:		
.6	Elect Director Rebecca Jacoby		Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is	gender and racial diver	sity on the bo	ard. There i	s at least 30 p	ercent diversity	′.		
.7	Elect Director Monique F. Leron	ux	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The non and racial diversity on the board				more than 2 p	ublic companie	s.There is gender		
1.8	Elect Director Maria R. Morris		Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is	gender and racial diver	sity on the bo	ard. There is	is at least 30 p	ercent diversity	·.		
.9	Elect Director Douglas L. Peter	son	Mgmt	Yes	For	For	For	For	

Primary Security ID: 78409V104

Ticker: SPGI

Mgmt

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

For

For



S&P Global Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.11	Elect Director Kurt L. Schmok	e	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	/.				
1.12	Elect Director Richard E. Thor	nburgh	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial div	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	/.			•	
2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote review, though certain concern			and perfori	mance are reas	onably aligned	for the year in				
3	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based	on the Equity Plan Scor	ecard evaluatio	n (EPSC), a	vote FOR this	proposal is wa	rranted.				
4	Amend Deferred Compensation	on Plan	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote reasonable range and the equi		-	that the sha	reholder value	transfer appea	ers to be within a	3			
5	Ratify Ernst & Young LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	nan 25 percent of total a	audit fees paid a	are attributa	able to non-aud	lit work.					
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/18/2019	Auto-Approved	04/18/2019		360	360

Sempra Energy

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

Total Shares:

360

360

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan L. Boeckmann	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



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
	Voting Policy Rationale: The nominee is employed full-ting and racial diversity on the board. There is at least 30 pe			more than 2 pu	ublic companies. There is gena	ler	
1.3	Elect Director Andres Conesa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.4	Elect Director Maria Contreras-Sweet	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.5	Elect Director Pablo A. Ferrero	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.6	Elect Director William D. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.7	Elect Director Jeffrey W. Martin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.8	Elect Director Michael N. Mears	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.9	Elect Director William C. Rusnack	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.10	Elect Director Lynn Schenk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-						
1.11	Elect Director Jack T. Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-						
1.12	Elect Director Cynthia L. Walker	Mgmt	Yes	For	For	For	For
1.12	Voting Policy Rationale: There is gender and racial diverse					1 01	I VI
					•	_	_
1.13	Elect Director James C. Yardley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-aud	lit work.		



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 Instruct	tion	
3	Advisory Vote to Ratify Named I Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote For CEO's compensation levels. Both formulas. Further, equity awards should monitor equity awards, as time-based promotion grant.	incentive programs are were earned well belov	majority perf v target, cons	ormance-ba istent with p	ased, with clear performance. N	ly disclosed go levertheless, sl	hals and payout hareholders			-	
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on	the Equity Plan Scored	card evaluation	n (EPSC), a	vote FOR this p	proposal is wai	rranted.				
5	Require Independent Board Cha	irman	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote Fo	OR this proposal is warr	ranted given t	he importan	nce of having ar	n independent	chairman of the	2		-	
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	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 Record Date: 04/22/2019	Country: Switzerland Meeting Type: Annual	Primary Se Ticker: RIG	curity ID: H8817H100	Meeting ID: 1305024
Primary CUSIP: H8817H100	Primary ISIN: CH0048265513	Primary SED	OL: B3KFWW1	Proxy Level: N/A
	Shares Voted: 828	Votable Shares: 828	*Shares on Loan: 0	Shares Instructed: 828
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this routine item is v	varranted.					
2	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn	ranted.					
3	Appropriation of Available Earnings for Fiscal Year 2018	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal to carry forward the company's accumulated loss is warranted.



Transocean Ltd.

Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
4A	Elect Director Glyn A. Barker	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed ful and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is gen	der	
4B	Elect Director Vanessa C.L. Chang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
4C	Elect Director Frederico F. Curado	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
4D	Elect Director Chadwick C. Deaton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
4E	Elect Director Vincent J. Intrieri	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed ful and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is gen	der	
4F	Elect Director Samuel J. Merksamer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
4G	Elect Director Frederik W. Mohn	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed ful and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is gen	der	
	Elect Director Edward R. Muller			_		_	_
4H	Liect Director Edward R. Pidner	Mgmt	Yes	For	For	For	For
4H	Voting Policy Rationale: There is gender and racial di					For	For
4H 4I						For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	<i>ard. There is</i> Yes	s at least 30 p	ercent diversity.		
	Voting Policy Rationale: There is gender and racial di	versity on the bo	<i>ard. There is</i> Yes	s at least 30 p	ercent diversity.		
4I	Voting Policy Rationale: There is gender and racial di Elect Director Tan Ek Kia Voting Policy Rationale: There is gender and racial di	wersity on the bo Mgmt wersity on the bo Mgmt	ard. There is Yes ard. There is Yes	s at least 30 p For s at least 30 p For	For ercent diversity. For ercent diversity. For	For	For
4I	Voting Policy Rationale: There is gender and racial di Elect Director Tan Ek Kia Voting Policy Rationale: There is gender and racial di Elect Director Jeremy D. Thigpen	wersity on the bo Mgmt wersity on the bo Mgmt	ard. There is Yes ard. There is Yes	s at least 30 p For s at least 30 p For	For ercent diversity. For ercent diversity. For	For	For
4I 4J	Voting Policy Rationale: There is gender and racial di Elect Director Tan Ek Kia Voting Policy Rationale: There is gender and racial di Elect Director Jeremy D. Thigpen Voting Policy Rationale: There is gender and racial di	Mgmt Versity on the bo Mgmt Wersity on the bo Mgmt Versity on the bo Mgmt Mgmt Mgmt	Yes Ard. There is Yes Yes Ard. There is Yes Yes Yes	For	For For For For For For For For	For For	For
4I 4J	Voting Policy Rationale: There is gender and racial di Elect Director Tan Ek Kia Voting Policy Rationale: There is gender and racial di Elect Director Jeremy D. Thigpen Voting Policy Rationale: There is gender and racial di Elect Chadwick C. Deaton as Board Chairman Voting Policy Rationale: A vote FOR the election of Co	Mgmt Versity on the bo Mgmt Wersity on the bo Mgmt Versity on the bo Mgmt Mgmt Mgmt	Yes Ard. There is Yes Yes Ard. There is Yes Yes Yes	For	For For For For For For For For	For For	For
4I 4J 5	Voting Policy Rationale: There is gender and racial di Elect Director Tan Ek Kia Voting Policy Rationale: There is gender and racial di Elect Director Jeremy D. Thigpen Voting Policy Rationale: There is gender and racial di Elect Chadwick C. Deaton as Board Chairman Voting Policy Rationale: A vote FOR the election of Co of chairman and CEO are separated and there are no Appoint Frederico F. Curado as Member of the	Mgmt Versity on the bo Mgmt Versity on the bo Mgmt Mgmt hadwick Deaton of governance con Mgmt we warranted give are no governar	Yes Yes Yes Yes Ard. There is Yes Yes Yes Yes Yes Yes See chairman cerns with the Yes Yes	For	For For ercent diversity. For ercent diversity. For For s warranted given that the ro	For For	For For

compensation committee are independent, and there are no governance concerns that would warrant negative recommendations on committee members at this time.

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



Transocean Ltd.

Ballot Details

Institutional Account Detail

(IA Name, IA Number)

Rhumbline Custom S&P Index, 6728029082

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc				
6C	Appoint Tan Ek Kia as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: Votes FOR these proposals a compensation committee are independent, and there recommendations on committee members at this time.	are no governai				e					
7	Designate Schweiger Advokatur / Notariat as Independent Proxy	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this proposal is warranted due to the lack of concerns.										
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				
	Voting Policy Rationale: Less than 25 percent of total	audit fees paid a	are attributa	ble to non-aud	lit work.						
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.										
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				
	Voting Policy Rationale: A vote FOR this resolution is	warranted becau	se the prop	osed amount is	s in line with market pr	actice.					
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				
	Voting Policy Rationale: A vote FOR this item is warrathe focus of this proposal is on top executive pay, the analysis. Support is further warranted given that the team.	e recommendatio	n for this pr	oposal is align	ed with the US say-on-	pay					
11	Other Business	Mgmt	Yes	For	Against	Against	Against				

Ballot Status

Confirmed

Custodian

6728029082

Account Number

Instructor

Auto-Instructed

Date

Instructed

04/27/2019

Approver

Auto-Approved

Date

Approved

04/27/2019

Total Shares:

Votable Shares

828

828

Shares Voted

828

828



American Water Works Company, Inc.

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct				
1a	Elect Director Jeffery N. Edwards	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.						
1b	Elect Director Martha Clark Goss	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.						
1c	Elect Director Veronica M. Hagen	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.						
1d	Elect Director Julia L. Johnson	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The nominee is employed full-ti. and racial diversity on the board. There is at least 30 pe			more than 2 pu	ublic companies.There is gend	er					
1e	Elect Director Karl F. Kurz	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1f	Elect Director George MacKenzie	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.						
1g	Elect Director James G. Stavridis	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.						
1h	Elect Director Susan N. Story	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The nominee is employed full-ti. and racial diversity on the board. There is at least 30 pe			more than 2 pu	ublic companies.There is gend	er					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this proposal is war	ranted, as pay	and perform	mance are reas	conably aligned at this time.						
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-aud	it work.						
4	Report on Political Contributions	SH	Yes	Against	For	For	For				

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.



American Water Works Company, Inc.

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction		
5	Report on Lobbying Payments	SH	Yes	Against	For		For	For			
Ballot D	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.										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable	e Shares	Shares Voted
Rhumbline	e 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

Votable

Voting

Vote

Baker Hughes, a GE company

baker magnes, a c	2 company					
Meeting Date: 05/10/2019	Country: USA	Primary Secu	urity ID: 05722G100	Meeting ID: 1313000	Meeting ID: 1313000	
Record Date: 03/15/2019	Meeting Type: Annual	Ticker: BHGE				
Primary CUSIP: 05722G100	Primary ISIN: US05722G1004	Primary SEDOI	L: BDHLTQ5	Proxy Level: 3		
	Shares Voted: 1,212	Votable Shares: 1,212	*Shares on Loan: 0	Shares Instructed: 1,212		
Total Ballots: 1	Voting Policy: UUA					

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at nominee is employed full-time and sits on boards at mo		,		o of the board is diverse. The		
1.2	Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at nominee is employed full-time and sits on boards at mo		,		of the board is diverse. The		
1.3	Elect Director Clarence P. Cazalot, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at	least one mino	rity director.	Less than 30%	of the board is diverse.		
1.4	Elect Director Gregory L. Ebel	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at	least one mino	rity director.	Less than 30%	of the board is diverse.		
1.5	Elect Director Lynn L. Elsenhans	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at	least one mino	rity director.	Less than 30%	of the board is diverse.		
1.6	Elect Director Jamie S. Miller	Mgmt	Yes	For	Withhold	Withhold	Withhold

Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee.



Baker Hughes, a GE company

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
1.7	Elect Director James J. Mulva		Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The boa	ard does not include at	least one mino	ority director	Less than 30%	6 of the board	is diverse.				
1.8	Elect Director John G. Rice		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: The boa nominee is non-independent and			ority director	Less than 30%	6 of the board	is diverse.The				
1.9	Elect Director Lorenzo Simonel	li	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The boa	ard does not include at	least one mino	ority director	Less than 30%	6 of the board	is diverse.				
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote I metrics.	FOR this proposal is wa	rranted as the	majority of	pay is condition	ned on defined	performance				
3	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less tha	an 25 percent of total a	oudit fees paid a	are attributa	able to non-aud	lit work.					
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	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	04/10/2019		1,212	1,212
								Total Shares	:	1,212	1,212

Colgate-Palmolive Company

Meeting Date: 05/10/2019 Record Date: 03/11/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: CL	: 194162103	Meeting ID: 1314350	
Primary CUSIP: 194162103	Primary ISIN: US1941621039		Primary SEDOL: 220910	6	Proxy Level: 3	
	Shares Voted: 2,790	Votable Shares:	2,790	*Shares on Loan: 0	Shares Instructed: 2,790	
Total Ballots: 1	Voting Policy: UUA					

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Charles A. Bancroft	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director John P. Bilbrey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		



Colgate-Palmolive Company

Proposal			Votable			Voting	Vote		
Number	Proposal Text	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Instruct		
1c	Elect Director John T. Cahill	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1d	Elect Director Ian Cook	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1e	Elect Director Lisa M. Edwards	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1f	Elect Director Helene D. Gayle	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1g	Elect Director C. Martin Harris	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The nominee is employed full-ti	me and sits or	n boards at i	more than 2 pt	ublic companies.There is gend	er			
	and racial diversity on the board. There is at least 30 pe	ercent diversity	<i>'</i> .						
1h	Elect Director Lorrie M. Norrington	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 pt	ublic companies.There is gend	er			
1i	Elect Director Michael B. Polk	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1j	Elect Director Stephen I. Sadove	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 pt	ublic companies.There is gend	er			
1k	Elect Director Noel R. Wallace	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	lit work.				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A voteFOR this proposal is warr	anted as pay a	and perform	ance are reasc	onably aligned at this time.				
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Based on the Equity Plan Scored	card evaluation	n (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 warn	ranted given t	he importan	ce of having a	n independent chairman of the				
	board.								



Colgate-Palmolive Company

Institutional Account Detail (IA Name, 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 Record Date: 03/14/2019	Country: USA Meeting Type: Annual		nary Security ID: 477839104 er: JBT	Meeting ID: 1315002	
Primary CUSIP: 477839104	Primary ISIN: US4778391049		ary SEDOL: B3BRJZ8	Proxy Level: 3	
	Shares Voted: 2,137	Votable Shares: 2,13	*Shares on Loan: 0	Shares Instructed: 2,137	
Total Ballots: 1	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct		
1.1	Elect Director Alan D. Feldman	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The board does not include at i	east one mino	rity director.	There is at leas	st 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 war performance are reasonably aligned at this time.	ranted as no s	ignificant co	ncerns were id	lentified and pay and				
3	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For		

Ballot Details								
Institutional Account Detail	Custodian		Instructor	Date	Approver	Date		
(IA Name, IA Number)	Account Number	Ballot Status	Name	Instructed	Name	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 2,137 2,137 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



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 Instruct
1.A	Elect Director Gina R. Boswell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.B	Elect Director Cari M. Dominguez	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 p	ublic companies.There is gena	ler	
1.C	Elect Director William Downe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.D	Elect Director John F. Ferraro	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 p	ublic companies.There is gena	ler	
1.E	Elect Director Patricia Hemingway Hall	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.F	Elect Director Julie M. Howard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 p	ublic companies.There is gena	ler	
1.G	Elect Director Ulice Payne, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 p	ublic companies.There is geno	ler	
1.H	Elect Director Jonas Prising	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.I	Elect Director Paul Read	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.J	Elect Director Elizabeth P. Sartain	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.K	Elect Director Michael J. Van Handel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 p	ercent diversity.		
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total at	udit fees paid a	are attributa	ble to non-aud	lit work.		



ManpowerGroup, Inc.

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

Voting Policy Rationale: A vote FOR 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.

Ballot Details

Institutional Account Detail (IA Name, 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 Shares Instructed: 48

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director J.W. Marriott, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.2	Elect Director Mary K. Bush	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.3	Elect Director Bruce W. Duncan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.4	Elect Director Deborah Marriott Harrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.5	Elect Director Frederick A. "Fritz" Henderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.6	Elect Director Eric Hippeau	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		



Marriott International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.7	Elect Director Lawrence W. Kellner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is gen	oder	
1.8	Elect Director Debra L. Lee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.9	Elect Director Aylwin B. Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.10	Elect Director Margaret M. McCarthy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is gen	nder	
1.11	Elect Director George Munoz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is gen	nder	
1.12	Elect Director Steven S. Reinemund	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.13	Elect Director Susan C. Schwab	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is gen	oder	
1.14	Elect Director Arne M. Sorenson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 p	ercent 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 a	are attributa	ble to non-aud	lit work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: After a review of the compan reasonably aligned at this time; therefore, a vote FOR			nd practices, p	pay and performance are		
4a	Eliminate Supermajority Vote Requirement for the Removal of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is we enhances shareholder rights.	varranted given t	hat the redu	oction in the su	permajority vote requiremer	nt	
4b	Eliminate Supermajority Vote Requirement for Future Amendments to the Certificate Approved by Our Stockholders	Mgmt	Yes	For	For	For	For



Marriott International, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
4c	Eliminate Supermajority Vote R Future Amendments to Certain Provisions	•	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F enhances shareholder rights.	FOR this proposal is wai	rranted given t	that the redu	uction in the su	permajority vo	te requirement				
4d	Remove the Requirement for a Stockholder Vote for Certain Tr		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F enhances shareholder rights.	FOR this proposal is wai	rranted given t	that the redu	uction in the su	permajority vo	te requirement				
4e	Eliminate Supermajority Vote R Certain Business Combinations	equirement for	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F enhances shareholder rights.	FOR this proposal is wa	rranted given t	that the redu	uction in the su	permajority vo	te requirement				
5	Provide Right to Act by Written	Consent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote F shareholder rights.	FOR this proposal is wai	rranted given t	that the abili	ity to act by wr	itten consent v	vould enhance				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Socially Re	esponsible 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 Record Date: 03/18/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: VAC	57164Y107	Meeting ID: 1315727
Primary CUSIP: 57164Y107	Primary ISIN: US57164Y1073		Primary SEDOL: B45K9N	8	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,886 Voting Policy: UUA	Votable Shares:	: 1,886	*Shares on Loan: 0	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
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	ercent diversity.		
1.2	Elect Director Thomas J. Hutchison, III	Mgmt	Yes	For	For	Withhold	Withhold

Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.



Marriott Vacations Worldwide Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructio	n	
1.3	Elect Director Dianna F. Morga	ın	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity					
2	Ratify Ernst & Young LLP as A	uditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less the	an 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	it work.					
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote in no significant issues highlighted		ranted as pay	and perforn	nance are reaso	onably aligned	and there were				
4	Advisory Vote on Say on Pay F	requency	Mgmt	Yes	One Year	One Year		One Year	One Year		
	Voting Policy Rationale: A vote	for the adoption of an Al	NNUAL say-on	-pay frequei	ncy is warrante	d.					
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved	v	otable Shares	Shares Voted
WCM Inve	stment 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

Elect Director Margaret M. Foran

1c

_	Date: 05/10/2019 Date: 03/15/2019	Country: USA Meeting Type: Annua	al		Primary Ticker:	Security ID: 674599105		Meeting ID: 1315254
Primary C	USIP: 674599105	Primary ISIN: US67459	91058		Primary S	SEDOL: 2655408		Proxy Level: 3
		Shares Voted: 4,249		Votable Sha	ares: 4,249	*Shares on Loa	ı n: 0	Shares Instructed: 4,249
Total Ball	ots: 2	Voting Policy: UUA						
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Spencer Abraham		Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nomi	inee is employed full-tin	ne and sits on	boards at n	nore than 2 pu	blic companies.There is gende	r	

and racial diversity on the board. There is at least 30 percent diversity.

1b Elect Director Eugene L. Batchelder Mgmt Yes For For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Yes

For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Mgmt

For

For

For



Occidental Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1d	Elect Director Carlos M. Gutierrez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1e	Elect Director Vicki Hollub	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1f	Elect Director William R. Klesse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1g	Elect Director Jack B. Moore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1h	Elect Director Avedick B. Poladian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Elisse B. Walter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent 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 warr review.	anted as pay	and perform	nance are reaso	onably aligned for the year in		
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	re attributal	ble to non-aud	it work.		
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	Voting Policy Rationale: Support for this proposal is warr special meeting from 25 percent to 15 percent would en ownership structure, there is no single shareholder that threshold.	hance shareh	olders' rights	. Additionally,	under the company's current		

Ballot Details

Institutional Account Detail (IA Name, 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	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



International Paper Company

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

Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director William J. Burns Mgmt Yes For For For For 1a Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Christopher M. Connor 1b Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Ahmet C. Dorduncu Mgmt 1c 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. Elect Director Ilene S. Gordon 1d Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Anders Gustafsson Mgmt Yes Against 1e For 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 Jacqueline C. Hinman Yes For For Mamt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Clinton A. Lewis, Jr. 1a Mamt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director Kathryn D. Sullivan Yes Mgmt For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Mark S. Sutton 1i Mamt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Flect Director 1, Steven Whisler Mgmt For 1i Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1k Elect Director Ray G. Young Mgmt Yes For For 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.

Proposal



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

International Paper Company

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction	on	
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote on financial measures. Further forward-looking goals. Neverth continue to monitor pay levels										
4	Reduce Ownership Threshold Shareholders to Call Special I		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote meetings.										
Ballot D	etails										
	nal Account Detail , IA Number)	Custodian Account Number	Ballot Stat	tus	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

Voting

Vote

Votable

3M Company

Meeting Date: 05/14/2019	Country: USA	Primary Sec	curity ID: 88579Y101	Meeting ID: 1314088
Record Date: 03/19/2019	Meeting Type: Annual	Ticker: MMN	1	
Primary CUSIP: 88579Y101	Primary ISIN: US88579Y1010	Primary SED0	DL: 2595708	Proxy Level: 3
	Shares Voted: 428	Votable Shares: 428	*Shares on Loan: 0	Shares Instructed: 428
Total Ballots: 1	Voting Policy: UUA			

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

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



3M Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1f	Elect Director Amy E. Hood	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	at least 30 pe	ercent diversity.					
1g	Elect Director Muhtar Kent	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	at least 30 pe	ercent diversity.					
1h	Elect Director Edward M. Liddy	Mgmt	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 Dambisa F. Moyo	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	at least 30 pe	ercent diversity.					
1j	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	at least 30 pe	ercent diversity.					
1k	Elect Director Michael F. Roman	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	at least 30 pe	ercent diversity.					
11	Elect Director Patricia A. Woertz	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	at least 30 pe	ercent diversity.					
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributal	ble to non-aud	lit 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 warn review.	ranted as pay	and perform	ance are reas	onably aligned for the year in					
4	Consider Pay Disparity Between Executives and Other Employees	SH	Yes	Against	Against	For	For			
Ballot D	Voting Policy Rationale: A vote FOR this proposal is warn salary ranges of all classification of company employees further eliminate excessive pay disparities; and- Excessi impact employee morale as well as a company's standing	when setting ve pay disparit	target amou ties could po	nts for CEO co se risks to long	ompensation would serve to g-term shareholder value, and					

Ballot Details

Institutional Account Detail (IA Name, 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	428	428
						Total Shares:	428	428



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 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 Instructi					
1.1	Elect Director Felix J. Baker	Mgmt	Yes	For	For	Against	Against					
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.2	Elect Director David R. Brennan	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diver	rcent diversity.										
1.3	Elect Director Christopher J. Coughlin	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.4	Elect Director Deborah Dunsire	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.							
1.5	Elect Director Paul A. Friedman	Mgmt	Yes	For	For	Against	Against					
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 pu	blic companies.There is gende	er						
1.6	Elect Director Ludwig N. Hantson	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.							
1.7	Elect Director John T. Mollen	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.							
1.8	Elect Director Francois Nader	Mgmt	Yes	For	For	Against	Against					
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 pu	blic companies.There is gende	er						
1.9	Elect Director Judith A. Reinsdorf	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.							
1.10	Elect Director Andreas Rummelt	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-audi	t work.							



Alexion Pharmaceuticals, Inc.

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
Advisory Vote to Ratify Named Executive Mgmt Yes For For For For Officers' Compensation										
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. 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.										
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.										
	Advisory Vote to Ratify Named Executive Officers' Compensation Voting Policy Rationale: A vote FOR this proposal include a three-year term for all performance equiperformance-conditioned. Disclosure of strategic in line with company performance. However, their company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peer of the strategic company's use of outsized peers in its own peers of the strategic company's use of outsized peers in its own peers of the strategic company's use of the strategic company's use of outsized peers in its own peers of the strategic company's use of outsized peers in its own peers of the strategic company is only the strategic company in the strategic company is only the strategic company in the strategic company is only the strategic company in the strategic company is only the strategic company i	Advisory Vote to Ratify Named Executive Mgmt Officers' Compensation Voting Policy Rationale: A vote FOR this proposal is warranted. The conclude a three-year term for all performance equity, and a long-term performance-conditioned. Disclosure of strategic accomplishments under in line with company performance. However, there are ongoing concection company's use of outsized peers in its own peer group. Shareholders.	Advisory Vote to Ratify Named Executive Mgmt Yes Officers' Compensation Voting Policy Rationale: A vote FOR this proposal is warranted. The company madinclude a three-year term for all performance equity, and a long-term incentive preperformance-conditioned. Disclosure of strategic accomplishments under the annumin line with company performance. However, there are ongoing concerns about the company's use of outsized peers in its own peer group. Shareholders should continue.	Advisory Vote to Ratify Named Executive Mgmt Yes For Officers' Compensation *Voting Policy Rationale: A vote FOR this proposal is warranted. The company made improvement include a three-year term for all performance equity, and a long-term incentive program that is performance-conditioned. Disclosure of strategic accomplishments under the annual incentive prin line with company performance. However, there are ongoing concerns about the CEO's pay in company's use of outsized peers in its own peer group. Shareholders should continue to monitor.	Proposal Text Proposal Text Proposal Mgmt Rec ISS Rec Advisory Vote to Ratify Named Executive Mgmt Yes For For Officers' Compensation Voting Policy Rationale: A vote FOR this proposal is warranted. The company made improvements to the pay program, 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 in line with company performance. However, there are ongoing concerns about the CEO's pay magnitude, especially go company's use of outsized peers in its own peer group. Shareholders should continue to monitor pay levels going forwards.	Advisory Vote to Ratify Named Executive Mgmt Yes For For For Officers' Compensation *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.				

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 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 Record Date: 03/05/2019	Country: USA Meeting Type: Annual	Primary Secu Ticker: ABCB	rity ID: 03076K108	Meeting ID: 1317189
Primary CUSIP: 03076K108	Primary ISIN: US03076K1088	Primary SEDOL	: 2038849	Proxy Level: 3
	Shares Voted: 3,406	Votable Shares: 3,406	*Shares on Loan: 0	Shares Instructed: 3,406
Total Ballots: 1	Voting Policy: UUA			
Proposal		Votable	Voting	Vote

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director Daniel B. Jeter	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
1.2	Elect Director William H. Stern	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
1.3	Elect Director Dennis J. Zember, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
2	Ratify Crowe LLP as Auditors	Mgmt	Yes	For	For	For	For

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



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.

Record Date: 03/25/2019 Meeting Type: Annual Ticker: ARNC Primary CUSIP: 03965L100 Primary ISIN: US03965L1008 Primary SEDOL: BD3D9G5 Proxy Level: 3	Total Ballots: 1	Shares Voted: 100 Voting Policy: UUA	Votable Shares: 100	*Shares on Loan: 0	Shares Instructed: 100	
Record Date: 03/25/2019 Meeting Type: Annual Ticker: ARNC	Primary CUSIP: 03965L100	Primary ISIN: US03965L1008	Primary SED	OL: BD3D9G5	Proxy Level: 3	
Meeting Date: 05/14/2019 Country: USA Primary Security ID: 03965L100 Meeting ID: 1314769		•	•	•	Meeting ID: 1314769	

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
	Voting Policy Rationale: The nominee is employed for and racial diversity on the board. There is at least 3			more than 2 p	ublic companies.7	There is gender	
1.2	Elect Director Amy E. Alving	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the b	oard. There i	is at least 30 p	ercent diversity.		
1.3	Elect Director Christopher L. Ayers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the b	oard. There i	is at least 30 p	ercent diversity.		
1.4	Elect Director Elmer L. Doty	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the b	oard. There i	is at least 30 p	ercent diversity.		
1.5	Elect Director Rajiv L. Gupta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the b	oard. There i	is at least 30 p	ercent diversity.		
1.6	Elect Director Sean O. Mahoney	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Arconic Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.7	Elect Director David J. Miller		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	nender and racial diver	sity on the bo	ard. There i	s at least 30 pe	ercent diversity	<u>'</u>				
1.8	Elect Director E. Stanley O'Neal		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	nender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity	:				
1.9	Elect Director John C. Plant		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominand racial diversity on the board.				more than 2 pu	ublic companie.	s.There is gende	er			
1.10	Elect Director Ulrich R. Schmidt		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	nender and racial diver	sity on the bo	ard. There i	s at least 30 pe	ercent diversity	7				
2	Ratify PricewaterhouseCoopers L Auditors	LP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total au	dit fees paid a	are attributa	ble to non-aud	lit work.					
3	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: While pay warranted given concerns regardi who was appointed CEO at the sta	ng the pay magnitude	-	-							
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on	the Equity Plan Scored	card evaluation	n (EPSC), a	vote FOR this p	proposal is wai	rranted.				
5	Reduce Ownership Threshold for Shareholders to Call Special Mee		SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote AG activist shareholder which may no			-		rally exercised	by a single				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	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

ConocoPhillips

Record Date: 03/18/2019	Meeting Type: Annual	Ticker: COP		
Record Date: 03/18/2019	Meeting Type: Annual	Ticker: COP		
Meeting Date: 05/14/2019 Record Date: 03/18/2019	Country: USA	Primary Security ID: 20825C104	Meeting ID: 1316890	

Total Shares:

100

100



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
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1b	Elect Director Caroline Maury Devine	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1c	Elect Director John V. Faraci	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1d	Elect Director Jody Freeman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1e	Elect Director Gay Huey Evans	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1f	Elect Director Jeffrey A. Joerres	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1g	Elect Director Ryan M. Lance	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1h	Elect Director William H. McRaven	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1 i	Elect Director Sharmila Mulligan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1j	Elect Director Arjun N. Murti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1k	Elect Director Robert A. Niblock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 p	ercent 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 a	are attributa	ble to non-aud	dit work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although there are some cond	cerns raised ren	ardina aoal i	disclosure and	rigor nav and performance		

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.



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 Instruct
1	Elect Director N. Thomas Linebarger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Elect Director Richard J. Freeland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
3	Elect Director Robert J. Bernhard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
4	Elect Director Franklin R. Chang Diaz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
5	Elect Director Bruno V. Di Leo Allen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
6	Elect Director Stephen B. Dobbs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
7	Elect Director Robert K. Herdman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
8	Elect Director Alexis M. Herman	Mgmt	Yes	For	For	Against	Against
	Vetics Delice Deticated The acceptance is smallered full to				.hli		

Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.



Cummins Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
9	Elect Director Thomas J. Lynch	1	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'.</i>			-	
10	Elect Director William I. Miller		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'.</i>			-	
11	Elect Director Georgia R. Nelso	on	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nor and racial diversity on the board				more than 2 pt	ublic companie	s.There is gend	er			
12	Elect Director Karen H. Quinto	s	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'.</i>				
13	Advisory Vote to Ratify Named Officers' Compensation	I Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	nrranted, as pay	and perfor	mance are reas	sonably aligned	d at this time.				
14	Ratify PricewaterhouseCoopers	s LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	an 25 percent of total a	nudit fees paid a	are attributa	able to non-aud	lit work.					
15	Amend Nonqualified Employee Purchase Plan	e Stock	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: The pro \$7.5 million from \$2 million. Giv vote FOR this proposal is warra	en that the plan encou			-			0			
16	Require Independent Board Ch	nairman	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote board.	FOR this proposal is wa	erranted given t	the importar	nce of having a	n independent	chairman of the	9		-	
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 Record Date: 03/19/2019	Country: USA Meeting Type: Annual	Primary Security ID: 48203R104 Ticker: JNPR	Meeting ID: 1317264
Primary CUSIP: 48203R104	Primary ISIN: US48203R1041	Primary SEDOL: 2431846	Proxy Level: 3



Juniper Networks, Inc.

	Shares Voted: 290	Votable Shares: 290	*Shares on Loan: 0	Shares Instructed: 290
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Gary Daichendt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Anne DelSanto	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Kevin DeNuccio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director James Dolce	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Scott Kriens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Rahul Merchant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Rami Rahim	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director William R. Stensrud	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	it 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 war	ranted as pay	and perform	nance are reas	onably aligned at this time.		
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score	card evaluation	n (EPSC), a	vote FOR this p	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	04/22/2019	Auto-Approved	04/22/2019	290	290
						Total Shares:	290	290



Juniper Networks, Inc.

Omnicell, Inc.

Meeting Date: 05/14/2019 Country: USA Primary Security ID: 68213N109 Meeting ID: 1317199 Ticker: OMCL Record Date: 03/19/2019 Meeting Type: Annual Primary CUSIP: 68213N109 Primary ISIN: US68213N1090 Primary SEDOL: 2789523 Proxy Level: 3 Shares Voted: 2,315 Votable Shares: 2,315 *Shares on Loan: 0 Shares Instructed: 2,315 Total Ballots: 1 Voting Policy: UUA Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director James T. Judson For 1.1 Mgmt Yes 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 E. Scott Mgmt For Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.3 Elect Director Bruce D. Smith Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Advisory Vote to Ratify Named Executive Mgmt Yes For For For For Officers' Compensation 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. 3 Amend Omnibus Stock Plan Mgmt Yes For For For Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted. Ratify Deloitte & Touche LLP as Auditors Mgmt Yes 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** Custodian Instructor Date Date Approver (IA Name, IA Number) Account Number **Ballot Status** Instructed 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

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

Total Shares:

2,315

2,315



Prudential Financial, Inc.

Shares Voted: 3,273 Votable Shares: 3,273 *Shares on Loan: 0 Shares Instructed: 3,273

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Thomas J. Baltimore, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti. and racial diversity on the board. There is at least 30 pe			more than 2 pu	ublic companies.There is gende	er	
1.2	Elect Director Gilbert F. Casellas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.3	Elect Director Robert M. Falzon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.4	Elect Director Mark B. Grier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.5	Elect Director Martina Hund-Mejean	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.6	Elect Director Karl J. Krapek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.7	Elect Director Peter R. Lighte	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.8	Elect Director Charles F. Lowrey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.9	Elect Director George Paz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.10	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.11	Elect Director Christine A. Poon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.12	Elect Director Douglas A. Scovanner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.13	Elect Director Michael A. Todman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers			s at least 30 pe			



3,273

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 Instructi	ion	
2	Ratify PricewaterhouseCoope Auditors	ers LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less t	than 25 percent of total a	audit fees paid	are attributa	able to non-aud	lit work.					
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote review.	e FOR this proposal is wa	arranted as pay	and perfori	mance are reas	onably aligned	for the year in				
4	Provide Right to Act by Writte	en Consent	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote in particular the unfettered rig the inability of shareholders to	ht of 10 percent of share	eholders to call	special mee			•				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	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		3,273	3,273

Total Shares:

Ventas, Inc.

Meeting Date: 05/14/2019 Record Date: 03/15/2019	•		Primary Security ID Ticker: VTR	: 92276F100	Meeting ID: 1317261
Primary CUSIP: 92276F100	Primary ISIN: US92276F1003		Primary SEDOL: 292792	5	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,202 Voting Policy: UUA	Votable Shares	:: 1,202	*Shares on Loan: 0	Shares Instructed: 1,202

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
Elect Director Melody C. Barnes	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial divi	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
Elect Director Debra A. Cafaro	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial divi	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
Elect Director Jay M. Gellert	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial divi	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
Elect Director Richard I. Gilchrist	Mgmt	Yes	For	For	Against	Against
	Elect Director Melody C. Barnes Voting Policy Rationale: There is gender and racial dive Elect Director Debra A. Cafaro Voting Policy Rationale: There is gender and racial dive Elect Director Jay M. Gellert Voting Policy Rationale: There is gender and racial dive	Elect Director Melody C. Barnes Mgmt Voting Policy Rationale: There is gender and racial diversity on the bo Elect Director Debra A. Cafaro Mgmt Voting Policy Rationale: There is gender and racial diversity on the bo Elect Director Jay M. Gellert Mgmt Voting Policy Rationale: There is gender and racial diversity on the bo	Proposal Text Proponent Proposal Elect Director Melody C. Barnes Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is Elect Director Debra A. Cafaro Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is Elect Director Jay M. Gellert Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is Voting Policy Rationale: There is gender and racial diversity on the board. There is	Proposal Text Elect Director Melody C. Barnes Mgmt Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per least 30	Elect Director Melody C. Barnes Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Debra A. Cafaro Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Jay M. Gellert Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Jay M. Gellert Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.	Elect Director Melody C. Barnes Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Debra A. Cafaro Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Debra A. Cafaro Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Jay M. Gellert Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.



Ventas, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1E	Elect Director Matthew J. Lustig	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.					
1F	Elect Director Roxanne M. Martino	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.					
1G	Elect Director Walter C. Rakowich	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1H	Elect Director Robert D. Reed	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
1I	Elect Director James D. Shelton	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributal	ble to non-aud	it work.					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR the proposal is warn the company made a number of positive changes as a re majority performance-based and utilizes a multi-year pe- are well disclosed. However, concerns are raised regards programs. The lowering of performance targets in the sl lack of goal disclosure for one metric in the long-term pi- metric are concerning features. These issues warrant co	esult of sharel rformance per ing performan nort-term prog rogram, and ti	nolder feedb riod, while th ce metric rig gram withou the targeting	ack. Additional ne financial me nor in both the t lowering the	ly, the long-term program is trics in the short-term progran short- and long-term overall payout opportunity, the					

Ballot Details

Institutional Account Detail (IA Name, 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

Institutional Account Detail

Rhumbline Custom S&P Index, 6728029082

(IA Name, IA Number)



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

Waste Management, Inc.

Shares Voted: 991 Votable Shares: 991 Shares Instructed: 991 *Shares on Loan: 0 Total Ballots: 1 Voting Policy: UUA Votable Voting Vote Proposal **Proposal Text** Proposal ISS Rec **Policy Rec** Instruction Number Proponent Mgmt Rec 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 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 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 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. Elect Director Victoria M. Holt For For 1e 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 For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director John C. Pope Mgmt Yes For For For 1g 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 For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Ratify Ernst & Young LLP as Auditor Mgmt For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work. Advisory Vote to Ratify Named Executive For For For Officers' Compensation 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. Limit Accelerated Vesting of Equity Awards SH For For For Yes Against Upon a Change in Control 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**

Ballot Status

Confirmed

Custodian

6728029082

Account Number

Instructor

Auto-Instructed

Date

Instructed

04/04/2019

Approver

Auto-Approved

Date

Approved

04/14/2019

Total Shares:

Votable Shares

991

991

Shares Voted

991

991



Waste Management, Inc.

Align Technology, Inc.

Elect Director Warren S. Thaler

1.10

Country: USA Meeting Date: 05/15/2019 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 Shares Instructed: 1,925 Total Ballots: 1 Voting Policy: UUA Votable Voting Proposal Vote Number **Proposal Text** Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Proponent Elect Director Kevin J. Dallas 1.1 Mgmt For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.2 Elect Director Joseph M. Hogan Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.3 Elect Director Joseph Lacob For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director C. Raymond Larkin, Jr. Mgmt Yes 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 George J. Morrow For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.6 Elect Director Thomas M. Prescott Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Andrea L. Saia 1.7 Mgmt 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. 1.8 Elect Director Greg J. Santora 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. 1.9 Elect Director Susan E. Siegel Yes For For For Mgmt For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

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.

Mgmt

Yes

For

Against

Against

For

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



Align Technology, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: Greater than 25 percent of total	audit fees pa	id are attribi	utable to non-a	udit 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 Mgnt, 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 Record Date: 03/08/2019 Meeting Type:		ual		Primar Ticker:	y Security ID: ANTM	036752103	Meeting ID: 1316304	
Primary C	CUSIP: 036752103	Primary ISIN: US036	ISIN: US0367521038			SEDOL: BSPHGL	4		Proxy Level: 3
		Shares Voted: 384 Voting Policy: UUA			hares: 384	84 *Shares on Loan			Shares Instructed: 384
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Vot Poli	-	te struction
1.1	Elect Director Bahija Jallal		Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There	is gender and racial dive	rsity on the bo	ard. There i	is at least 30 p	ercent diversity.			
1.2	Elect Director Elizabeth E. Tal	ett	Mgmt	Yes	For	For	Aga	ninst Ag	ainst
	Voting Policy Rationale: The no and racial diversity on the boar				more than 2 p	ublic companies	There is gender		
2	Ratify Ernst & Young LLP as A	uditors	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Less th	an 25 percent of total a	udit fees paid a	are attributa	ble to non-aud	dit work.			
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote	FOR this proposal is wa	rranted as pay	and perform	mance remain i	reasonably align	ned.		



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
	Voting Policy Rationale: A vote FOR this proposal is wan demonstrates a commitment to shareholders' interests of				ty to shareholders and		
5	Declassify the Board of Directors	SH	Yes	None	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is want	ranted because	e the declas	sification would	d enhance board accountabilit	у.	

Ballot Details

Institutional Account Detail (IA Name, 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	04/12/2019	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 Record Date: 03/21/2019	•		Primary Security ID: Ticker: DNKN	: 265504100	Meeting ID: 1317857
Primary CUSIP: 265504100	Primary ISIN: US2655041000		Primary SEDOL: B3LHT03		Proxy Level: 3
	Shares Voted: 497	Votable Shares:	497	*Shares on Loan: 0	Shares Instructed: 497
Total Ballots: 1	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Raul Alvarez	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed and racial diversity on the board. There is at least			more than 2 p	ublic companies.Ther	re is gender	
1.2	Elect Director Anthony DiNovi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racia	ol diversity on the bo	oard. There is	s at least 30 p	ercent diversity.		
1.3	Elect Director Nigel Travis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racia	ol diversity on the bo	oard. There is	s at least 30 p	ercent diversity.		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although a concern is not reasonably aligned at this time.	ted, a vote FOR this	proposal is I	warranted as p	pay and performance	are	
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For



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
Rhumbline 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 Record Date: 03/21/2019	Country: USA Meeting Type: Annual	Primary Se Ticker: FSLi	curity ID: 336433107	Meeting ID: 1318606
Primary CUSIP: 336433107	Primary ISIN: US3364331070	Primary SED	DL: 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
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1.2	Elect Director Sharon L. Allen	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1.3	Elect Director Richard D. Chapman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1.4	Elect Director George A. "Chip" Hambro	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1.5	Elect Director Molly E. Joseph	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1.6	Elect Director Craig Kennedy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1.7	Elect Director William J. Post	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1.8	Elect Director Paul H. Stebbins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1.9	Elect Director Michael T. Sweeney	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		



First Solar, Inc.

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instructi	on	
1.10	Elect Director Mark R. Widma	r	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	pard does not include a	t least one mind	ority director	Less than 30%	of the board	is diverse.				
2	Ratify PricewaterhouseCoope	rs 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 D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	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

Voting

Vote

Votable

Halliburton Company

Meeting Date: 05/15/2019 Record Date: 03/18/2019	Country: USA Meeting Type: Annual		mary Security ID: 406216101 ker: HAL	Meeting ID: 1317650
Primary CUSIP: 406216101	Primary ISIN: US4062161017		mary SEDOL: 2405302	Proxy Level: 3
	Shares Voted: 120	Votable Shares: 120	*Shares on Loan: 0	Shares Instructed: 120
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director William E. Albrecht	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed and racial diversity on the board. There is at least .			more than 2 pu	ublic companies.There is geno	der	
1c	Elect Director M. Katherine Banks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Alan M. Bennett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Milton Carroll	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Nance K. Dicciani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		



Halliburton Company

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1g	Elect Director Murry S. Gerber		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
1h	Elect Director Patricia Hemingway	' Hall	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.					
1 i	Elect Director Robert A. Malone		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1j	Elect Director Jeffrey A. Miller		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.					
2	Ratify KPMG LLP as Auditor		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than 2	25 percent of total aud	dit fees paid a	are attributa	ble to non-audi	t work.				•	
3	Advisory Vote to Ratify Named Ex Officers' Compensation	ecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR vote, the company met with invest perquisites to executives and making executive chairman retired at the elementary that the elementary shareholders should continue CEO and long-term incentives when long-term programs have promonitoring.	ors and made substan ng a commitment not and of FY2018, alleviat tinue to monitor pay p that target merely me	tial improvem to grant pron ing ongoing c rograms at th edian perform	nents to pay notion stock concerns reg ne company, nance, a prac	programs, inci grants for inte arding two exe given increase tice sharehold	uding eliminatii rnal promotions ecutives paid at ed pay opportun ers may increas	ng certain The certain The certain The certain The certain the certain The certain th				
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on t	the Equity Plan Scorec	ard evaluation	n (EPSC), a	vote FOR this p	proposal is warr	anted.				
Ballot D	etails										
	onal Account Detail _{e,} IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Hyatt Hotels Corporation

6728029075

Socially Responsible Investing, 6728029075

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

Auto-Instructed

04/23/2019 Auto-Approved

04/23/2019

Total Shares:

120

120

120

120

Confirmed

Total Ballots: 1



Shares Instructed: 100

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

Hyatt Hotels Corporation

Elect Director Michael A. Rocca

Proposal Number	Proposal Text	Proponent	Votable Proposa	l Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Paul D. Ballew	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racia	l diversity on the bo	oard. There	is at least 30 p	ercent diversity.		
1.2	Elect Director Mark. S. Hoplamazian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racia	l diversity on the bo	oard. There	is at least 30 p	ercent diversity.		
1.3	Elect Director Cary D. McMillan	Mgmt	Yes	For	For	For	For

For

*Shares on Loan: 0

For

For

Votable Shares: 100

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Ratify Deloitte & Touche LLP as Auditor Mgmt Yes For For For For For

Yes

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

Shares Voted: 100

Voting Policy: UUA

Advisory Vote to Ratify Named Executive Mgmt Yes For For For For Officers' Compensation

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.

Mgmt

Ballot Details

1.4

Institutional Account Detail (IA Name, 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	04/24/2019	Auto-Approved	04/24/2019	100	100
						Total Shares:	100	100

ICU Medical, Inc.

Total Ballots: 1	Voting Policy: UUA				
	Shares Voted: 681	Votable Shares: 681	*Shares on Loan: 0	Shares Instructed: 681	
Primary CUSIP: 44930G107	Primary ISIN: US44930G1076	Primary SED	DL: 2451918	Proxy Level: 3	
Record Date: 03/22/2019	Meeting Type: Annual	Ticker: ICUI			
Meeting Date: 05/15/2019	Country: USA	Primary Se	curity 1D: 44930G107	Meeting 1D: 1319968	

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

Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.



ICU Medical, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruc	tion	
1.2	Elect Director George A. Lopez		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s both gender and racia	ol diversity on t	he board.Th	ere is at least 3	30 percent dive	ersity.			_	
1.3	Elect Director Robert S. Swinne	еу	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s both gender and racia	ol diversity on t	he board.Th	ere is at least 3	30 percent dive	ersity.				
1.4	Elect Director David C. Greenb	erg	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s both gender and racia	ol diversity on t	he board.Th	ere is at least 3	30 percent dive	ersity.			_	
1.5	Elect Director Elisha W. Finney		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s both gender and racia	ol diversity on t	he board.Th	ere is at least 3	30 percent dive	ersity.				
1.6	Elect Director David F. Hoffme	ister	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s both gender and racia	ol diversity on t	he board.Th	ere is at least 3	30 percent dive	ersity.			_	
1.7	Elect Director Donald M. Abber	/	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s both gender and racia	ol diversity on t	he board.Th	ere is at least 3	30 percent dive	ersity.				
2	Ratify Deloitte & Touche LLP a	s Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less the	an 25 percent of total a	udit fees paid a	are attributa	able to non-aud	it work.				_	
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote performance are reasonably alig		rranted as no s	significant co	oncerns were id	lentified and p	ay and			_	
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	05/07/2019	Auto-Approved	05/07/2019		681	681
								Total Shares	:	681	681

Kohl's Corporation

Record Date: 03/13/2019	Meeting Type: Annual	Ticker: KSS	
Primary CUSIP: 500255104	Primary ISIN: US5002551043	Primary SEDOL: 2496113	Proxy Level: 3



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 Instruct			
1a	Elect Director Peter Boneparth	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: There is no racial diversity	on the board.								
1b	Elect Director Steven A. Burd	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: There is no racial diversity	on the board.								
1c	Elect Director H. Charles Floyd	Mgmt	Yes	For	For	Against	Against			
	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.									
1d	Elect Director Michelle Gass	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: There is no racial diversity	on the board.								
1e	Elect Director Jonas Prising	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: There is no racial diversity	on the board.								
1f	Elect Director John E. Schlifske	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: There is no racial diversity and non-audit fees exceed 25% of the aggregate for				nember of the audit comm	nittee				
1g	Elect Director Adrianne Shapira	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: There is no racial diversity and non-audit fees exceed 25% of the aggregate for				nember of the audit comm	nittee				
1h	Elect Director Frank V. Sica	Mgmt	Yes	For	For	Against	Against			
	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.									
1i	Elect Director Stephanie A. Streeter	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: There is no racial diversity and non-audit fees exceed 25% of the aggregate for				nember of the audit comm	nittee				
1j	Elect Director Stephen E. Watson	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: There is no racial diversity and non-audit fees exceed 25% of the aggregate for				nember of the audit comm	nittee				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Greater than 25 percent of	total audit fees pa	id are attrib	utable to non-	audit work.					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For			



Kohl's Corporation

Institutional Account Detail

Rhumbline Custom S&P Index, 6728029082

(IA Name, IA Number)

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct		
4	Report on Political Contributions	SH	Yes	Against	For	For	For		
	Voting Policy Rationale: A vote FOR this resolution is we policies, memberships, and executive-level oversight me contribution activities and the company's management	echanisms can	help shareh	olders assess i		,			
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 D	etails								

Instructor

Auto-Instructed

Name

Ballot Status

Confirmed

Approver

Auto-Approved

Name

Instructed

04/26/2019

Date

Approved

04/26/2019

Total Shares:

Votable Shares

310

310

Shares Voted

310

310

Mondelez International, Inc.

Custodian

6728029082

Account Number

Meeting Date: 05/15/2019	Country: USA	Primary Sec	urity ID: 609207105	Meeting ID: 1315843	
Record Date: 03/12/2019	Meeting Type: Annual	Ticker: MDLZ			
Primary CUSIP: 609207105	Primary ISIN: US6092071058	Primary SEDO	L: B8CKK03	Proxy Level: 3	
	Shares Voted: 2,960	Votable Shares: 2,960	*Shares on Loan: 0	Shares Instructed: 2,960	
Total Ballots: 1	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1a	Elect Director Lewis W.K. Booth	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1b	Elect Director Charles E. Bunch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1c	Elect Director Debra A. Crew	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1d	Elect Director Lois D. Juliber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1e	Elect Director Mark D. Ketchum	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		

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



Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1f	Elect Director Peter W. May	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Jorge S. Mesquita	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Joseph Neubauer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Fredric G. Reynolds	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Christiana S. Shi	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 pt	ublic companies.There is gende	er	
1k	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
11	Elect Director Jean-Francois M. L. van Boxmeer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1m	Elect Director Dirk Van de Put	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is the failed 2018 say-on-pay vote, and shareholder feedble emphasize performance-based recruitment compensation are mitigated for the year in review by a number of fact incentive awards based on objective performance critering term incentives are predominantly performance conficted to the company provides some details on how the for equity performance periods completed in 2018, and component of the PSU program targets relative TSR at a continued monitoring.	ack is disclose on and retentic fors, however. ia, and financi onditioned as v the goals were payouts are co	d in the proposition grants lace The compaisal performanivell, and who set; further, consistent with	xy statement, i ks specificity. I my increased the cice goals and i ile forward-loo goals and per th recent perfo	the board's commitment to Pay-for-performance concerns to proportion of annual results are well disclosed. King long-term goals are not formance results are disclosed rmance. However, the largest	s	
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	lit work.		
4	Report on Mitigating Impacts of Deforestation in Company's Supply Chain	SH	Yes	Against	Against	For	For

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.



Mondelez International, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	
5	Consider Pay Disparity Between and Other Employees	een Executives	SH	Yes	Against	Against		For	For	
	Voting Policy Rationale: A vote	e FOR the proposal is wa	rranted.							
Ballot D	etails									
	nal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	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 Record Date: 03/08/2019	Country: USA Meeting Type: Annual	Primary Se Ticker: PNV	curity ID: 723484101	Meeting ID: 1315162
Primary CUSIP: 723484101	Primary ISIN: US7234841010	Primary SED	OL: 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 Instructio
1.1	Elect Director Donald E. Brandt	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
1.2	Elect Director Denis A. Cortese	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
1.3	Elect Director Richard P. Fox	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board than 2 public companies.	is diverse.The no	minee is en	nployed full-tim	ne and sits on boards at more		
1.4	Elect Director Michael L. Gallagher	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
1.5	Elect Director Dale E. Klein	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
1.6	Elect Director Humberto S. Lopez	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
1.7	Elect Director Kathryn L. Munro	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board	is diverse.					

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



Pinnacle West Capital Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
1.8	Elect Director Bruce J. Nordstror	n	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: Less than	30% of the board is a	liverse.								
1.9	Elect Director Paula J. Sims		Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: Less than	30% of the board is a	liverse.								
1.10	Elect Director James E. Trevatha	ın, Jr.	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: Less than	30% of the board is a	liverse.								
1.11	Elect Director David P. Wagener		Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: Less than	30% of the board is a	liverse.								
2	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC the company made a commitmen the company. Additionally, there opportunity will stipulate a formal target under the long-term programedian. These positive changes in	t not to grant any addi will be pay program im target payout, to be s am will require ranking	tional retention provements fo et lower than at the 55th p	on awards to for FY20. Spe his previous	o the CEO for the ecifically, the Co s earned award	he remainder o EO's short-tern I levels, and the	of his service at on incentive e relative TSR				
3	Ratify Deloitte & Touche LLP as	Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total au	dit fees paid a	are attributa	ble to non-aud	it work.					
4	Reduce Ownership Threshold for Shareholders to Call Special Mee		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC meetings.	OR this proposal is wari	ranted as it w	ould enhand	e the existing s	shareholder rig	ht to call specia	l			
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	05/06/2019	Auto-Approved	05/06/2019		70	70

Range Resources Corporation

Meeting Date: 05/15/2019 Record Date: 03/22/2019	Country: USA Meeting Type: Annual	Primary Security ID: 75281A109 Ticker: RRC	Meeting ID: 1319825
Primary CUSIP: 75281A109	Primary ISIN: US75281A1097	Primary SEDOL: 2523334	Proxy Level: 3

Total Shares:



Range Resources Corporation

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

Votable Voting Vote Proposal Instruction ISS Rec Number Proposal Text Proponent Proposal Mgmt Rec **Policy Rec** 1a Elect Director Brenda A. Cline 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. The nominee is employed full-time and sits on boards at more than 2 public companies. 1b Elect Director Anthony V. Dub Mgmt 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 James M. Funk Mgmt Against Against Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. 1d Elect Director Steve D. Gray Mgmt Against Against Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. Elect Director Christopher A. Helms 1e Mgmt For Against Against Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. Elect Director Greg G. Maxwell 1f Mgmt Yes For For Against Against Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. 1g Elect Director Steffen E. Palko Mgmt Against Against Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. 1h Elect Director Jeffrey L. Ventura Mgmt Yes For Against Against Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. Advisory Vote to Ratify Named Executive Mgmt Yes For Against Against Against Officers' Compensation 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. Approve Omnibus Stock Plan For For For Mgmt Yes For Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted. Ratify Ernst & Young LLP as Auditor Yes For For For For Mgmt Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.



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 Record Date: 03/19/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: LUV	curity ID: 844741108	Meeting ID: 1319675
Primary CUSIP: 844741108	Primary ISIN: US8447411088	Primary SEDO	DL: 2831543	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 Instruct
1a	Elect Director David W. Biegler	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1b	Elect Director J. Veronica Biggins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1c	Elect Director Douglas H. Brooks	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1d	Elect Director William H. Cunningham	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a than 2 public companies.	liverse.The no	minee is em	ployed full-tim	e and sits on boards at more		
1e	Elect Director John G. Denison	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1f	Elect Director Thomas W. Gilligan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1g	Elect Director Gary C. Kelly	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1h	Elect Director Grace D. Lieblein	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1 i	Elect Director Nancy B. Loeffler	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					



Southwest Airlines Co.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1j	Elect Director John T. Montford	d	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less that	an 30% of the board is	diverse.								
1k	Elect Director Ron Ricks		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less tha	an 30% of the board is	diverse.								
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	arranted given p	pay and pen	formance are re	easonably aligi	ned at this time.				
3	Ratify Ernst & Young LLP as A	uditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less tha	an 25 percent of total a	audit fees paid a	are attributa	able to non-aud	lit work.					
4	Require Independent Board Ch	nairman	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote in board.	FOR this proposal is wa	arranted given t	the importar	nce of having a	n independent	chairman of the	e			
5	Amend Proxy Access Right		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote in existing right for shareholders.	FOR this proposal is wa	arranted, as the	proposed a	nmendments wo	ould enhance t	the company's				
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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

Elect Director Kennett F. Burnes

1a

Meeting Date: 05/15/2019	Country: USA	Primary Security I	D: 857477103	Meeting ID: 1320067
Record Date: 03/08/2019	Meeting Type: Annual	Ticker: STT		
Primary CUSIP: 857477103	Primary ISIN: US8574771031	Primary SEDOL: 2842)40	Proxy Level: 3
	Shares Voted: 1,628	Votable Shares: 1,628	*Shares on Loan: 0	Shares Instructed: 1,628
Total Ballots: 1	Voting Policy: UUA			
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS Rec	Voting Policy Rec	Vote Instruction

For

Against

Against

For

Voting Policy Rationale: Less than 30% of the board is diverse.

Yes

Mgmt



State Street Corporation

Elect Director Patrick de Saint-Algnan Mgmt Yes For For Against	Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi				
Elect Director Lynn A. Dugle Mgmt Yes For For Against	1b	Elect Director Patrick de Saint-Aignan	Mgmt	Yes	For	For	Against	Against				
Voting Policy Rationale: Less than 30% of the board is diverse. 1d Elect Director Amelia C. Fawcett Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1e Elect Director William C. Freda Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1f Elect Director Joseph L. Hooley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1g Elect Director Sara Mathew Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1h Elect Director William L. Meaney Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1i Elect Director Ronald P. O'Hanley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1j Elect Director Sean O'Sullivan Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1j Elect Director Sean O'Sullivan Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1l Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse.		Voting Policy Rationale: Less than 30% of the board is o	diverse.									
Elect Director Amelia C. Fawcett Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1e Elect Director William C. Freda Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1f Elect Director Joseph L. Hooley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1g Elect Director Sara Mathew Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1h Elect Director William L. Meaney Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1i Elect Director Ronald P. O'Hanley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1j Elect Director Sean O'Sullivan Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1l Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse.	1c	Elect Director Lynn A. Dugle	Mgmt	Yes	For	For	Against	Against				
Voting Policy Rationale: Less than 30% of the board is diverse. 1e Elect Director William C. Freda Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1f Elect Director Joseph L. Hooley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1g Elect Director Sara Mathew Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1h Elect Director William L. Meaney Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1i Elect Director Ronald P. O'Hanley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1j Elect Director Sean O'Sullivan Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1l Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse.		Voting Policy Rationale: Less than 30% of the board is o	diverse.									
Elect Director William C. Freda Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1f Elect Director Joseph L. Hooley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1g Elect Director Sara Mathew Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1h Elect Director William L. Meaney Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1i Elect Director Ronald P. O'Hanley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1j Elect Director Sean O'Sullivan Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1j Elect Director Sean O'Sullivan Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1l Elect Director Gregory L. Summe Mgmt Yes For For Against	1d	Elect Director Amelia C. Fawcett	Mgmt	Yes	For	For	Against	Against				
Voting Policy Rationale: Less than 30% of the board is diverse. 1f Elect Director Joseph L. Hooley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1g Elect Director Sara Mathew Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1h Elect Director William L. Meaney Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1i Elect Director Ronald P. O'Hanley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1j Elect Director Sean O'Sullivan Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1 Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse.		Voting Policy Rationale: Less than 30% of the board is diverse.										
If Elect Director Joseph L. Hooley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. Ig Elect Director Sara Mathew Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. Ih Elect Director William L. Meaney Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. Ii Elect Director Ronald P. O'Hanley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. Ij Elect Director Sean O'Sullivan Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. Ik Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. Il Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. Il Elect Director Gregory L. Summe Mgmt Yes For For Against	1e	Elect Director William C. Freda	Mgmt	Yes	For	For	Against	Against				
Voting Policy Rationale: Less than 30% of the board is diverse. 1g Elect Director Sara Mathew Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1h Elect Director William L. Meaney Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1i Elect Director Ronald P. O'Hanley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1j Elect Director Sean O'Sullivan Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1l Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse.		Voting Policy Rationale: Less than 30% of the board is o	diverse.									
Elect Director Sara Mathew Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1h Elect Director William L. Meaney Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1i Elect Director Ronald P. O'Hanley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1j Elect Director Sean O'Sullivan Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1l Elect Director Gregory L. Summe Mgmt Yes For For Against	1f	Elect Director Joseph L. Hooley	Mgmt	Yes	For	For	Against	Against				
Voting Policy Rationale: Less than 30% of the board is diverse.		Voting Policy Rationale: Less than 30% of the board is a	diverse.									
In Elect Director William L. Meaney Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. Ii Elect Director Ronald P. O'Hanley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. Ij Elect Director Sean O'Sullivan Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. Ik Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. Il Elect Director Gregory L. Summe Mgmt Yes For For Against	1g	Elect Director Sara Mathew	Mgmt	Yes	For	For	Against	Against				
Voting Policy Rationale: Less than 30% of the board is diverse. 1i Elect Director Ronald P. O'Hanley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1j Elect Director Sean O'Sullivan Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1l Elect Director Gregory L. Summe Mgmt Yes For For Against		Voting Policy Rationale: Less than 30% of the board is o	liverse.									
1i Elect Director Ronald P. O'Hanley Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1j Elect Director Sean O'Sullivan Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1l Elect Director Gregory L. Summe Mgmt Yes For For Against	1h	Elect Director William L. Meaney	Mgmt	Yes	For	For	Against	Against				
Voting Policy Rationale: Less than 30% of the board is diverse. 1j Elect Director Sean O'Sullivan Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1l Elect Director Gregory L. Summe Mgmt Yes For For Against		Voting Policy Rationale: Less than 30% of the board is o	diverse.									
1j Elect Director Sean O'Sullivan Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1l Elect Director Gregory L. Summe Mgmt Yes For For Against	1i	Elect Director Ronald P. O'Hanley	Mgmt	Yes	For	For	Against	Against				
Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1l Elect Director Gregory L. Summe Mgmt Yes For For Against		Voting Policy Rationale: Less than 30% of the board is a	liverse.									
1k Elect Director Richard P. Sergel Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1l Elect Director Gregory L. Summe Mgmt Yes For For Against	1j	Elect Director Sean O'Sullivan	Mgmt	Yes	For	For	Against	Against				
Voting Policy Rationale: Less than 30% of the board is diverse. 11 Elect Director Gregory L. Summe Mgmt Yes For For Against		Voting Policy Rationale: Less than 30% of the board is o	liverse.									
1l Elect Director Gregory L. Summe Mgmt Yes For For Against	1k	Elect Director Richard P. Sergel	Mgmt	Yes	For	For	Against	Against				
		Voting Policy Rationale: Less than 30% of the board is o	diverse.									
Voting Policy Rationale: Less than 30% of the board is diverse.	11	Elect Director Gregory L. Summe	Mgmt	Yes	For	For	Against	Against				
		Voting Policy Rationale: Less than 30% of the board is o	diverse.									
2 Advisory Vote to Ratify Named Executive Mgmt Yes For For For Officers' Compensation	2	•	Mgmt	Yes	For	For	For	For				
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.		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										
3 Ratify Ernst & Young LLP as Auditors Mgmt Yes For For For	3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For				



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 Record Date: 03/18/2019	Country: USA Meeting Type: Annual	Primary Seco	urity ID: 416515104	Meeting ID: 1319343
Primary CUSIP: 416515104	Primary ISIN: US4165151048	Primary SEDO	L: 2476193	Proxy Level: 3
	Shares Voted: 2,900	Votable Shares: 2,900	*Shares on Loan: 0	Shares Instructed: 2,900
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct		
1a	Elect Director Robert B. Allardice, III	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.				
1b	Elect Director Carlos Dominguez	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1c	Elect Director Trevor Fetter	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1d	Elect Director Stephen P. McGill - withdrawn	Mgmt	No						
1e	Elect Director Kathryn A. Mikells	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.				
1f	Elect Director Michael G. Morris	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.				
1g	Elect Director Julie G. Richardson	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.				
1h	Elect Director Teresa Wynn Roseborough	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1i	Elect Director Virginia P. Ruesterholz	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.				



The Hartford Financial Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1j	Elect Director Christopher J. Swift	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1k	Elect Director Greig Woodring	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total aud	dit fees paid a	re attributal	ble to non-audi	t work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST the proposal is from the prior fiscal year, a pay-for-performance misaligi short-term incentive program encompasses a significant an earnings metric, individual award determinations are additionally, the TSR metric in the long-term incentive program in the long-term in the long-term incentive program in the long-term incentive program in the long-term incentive program in the long-term in the long-	nment exists, discretionary largely based	and the pro element. Wi on discretion	gram lacks suft hile plan fundin nary assessmel	ficient mitigating factors. The g is determined primarily by		

Ballot Details

Institutional Account Detail (IA Name, 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	2,900	2,900
						Total Shares:	2,900	2,900

Xcel Energy Inc.

Meeting Date: 05/15/2019 Record Date: 03/21/2019	Country: USA Meeting Type: Annual	Primary Secu Ticker: XEL	ırity ID: 98389B100	Meeting ID: 1317239
Primary CUSIP: 98389B100	Primary ISIN: US98389B1008	Primary SEDOI	L: 2614807	Proxy Level: 3
	Shares Voted: 4,738	Votable Shares: 4,738	*Shares on Loan: 0	Shares Instructed: 4,738
Total Ballots: 2	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Lynn Casey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1b	Elect Director Richard K. Davis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 pu	ıblic companies.There is gena	ler	
1c	Elect Director Ben Fowke	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Xcel Energy Inc.

Ballot Details

(IA Name, IA Number)

Rhumbline Custom S&P Index, 6728029082

Socially Responsible Investing, 6728029075

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1d	Elect Director Richard T. O'Brien	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
1e	Elect Director David K. Owens	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1f	Elect Director Christopher J. Policinski	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1g	Elect Director James T. Prokopanko	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
1h	Elect Director A. Patricia Sampson	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
1i	Elect Director James J. Sheppard	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
1j	Elect Director David A. Westerlund	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
1k	Elect Director Kim Williams	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
11	Elect Director Timothy V. Wolf	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1m	Elect Director Daniel Yohannes	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Although some concerns are reasonably aligned.	noted, a vote FC	OR this propo	osal is warrant	ed as pay and performance	are				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For			

Ballot Status

Confirmed

Confirmed

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

Custodian

6728029082

6728029075

Account Number

Instructor

Auto-Instructed

Auto-Instructed

Name

Approver

Auto-Approved

Auto-Approved

Approved

04/15/2019

04/15/2019

Total Shares:

Votable Shares

4,608

130

4,738

Shares Voted

4,608

130

4,738

Instructed

04/15/2019

04/15/2019



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 Shares Instructed: 1.770 Voting Policy: UUA Total Ballots: 1 Votable Voting Proposal Vote Number Proposal Text Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director Jeanne Beliveau-Dunn 1a Mgmt For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1b Elect Director Curtis J. Crawford Mgmt Yes For Against Against Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity. 1c Elect Director Patrick K. Decker For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1d Elect Director Robert F. Friel Mgmt Yes For For Against Against Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity. 1e Elect Director Jorge M. Gomez Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1f Elect Director Victoria D. Harker Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1g Elect Director Sten E. Jakobsson Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director Steven R. Loranger Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1i Elect Director Surya N. Mohapatra Mgmt 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 Jerome A. Peribere Mgmt Yes For For For For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



1,770

1,770

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 Instruct	ion	
1k	Elect Director Markos I. Tamba	keras	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	pard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
2	Ratify Deloitte & Touche LLP as	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less that	n 25 percent of total a	udit fees paid a	are attributa	able to non-aud	it work.					
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F	OR this proposal is wai	rranted, as pay	and perfor	mance are reas	onably aligned	d at this time.				
4	Reduce Ownership Threshold for Shareholders to Call Special Me		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote F	OR this proposal is wai	rranted as it w	ould further	enhance share	holder rights.					
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/16/2019	Auto-Approved	04/16/2019		1,770	1,770

AvalonBay Communities, Inc.

Meeting Date: 05/16/2019	Country: USA	Primary Sec	urity ID: 053484101	Meeting ID: 1314290
Record Date: 03/05/2019	Meeting Type: Annual	Ticker: AVB		
Primary CUSIP: 053484101	Primary ISIN: US0534841012	Primary SEDC)L: 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 Instruct
1a	Elect Director Glyn F. Aeppel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	at least one mind	rity director.	Less than 30%	6 of the board is diverse.		
1b	Elect Director Terry S. Brown	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	at least one mind	rity director.	Less than 30%	6 of the board is diverse.		
1c	Elect Director Alan B. Buckelew	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	at least one mind	rity director.	Less than 30%	6 of the board is diverse.		
1d	Elect Director Ronald L. Havner, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	at least one mino	rity director	Less than 30%	% of the hoard is diverse		

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



AvalonBay Communities, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1e	Elect Director Stephen P. Hills		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boa	rd does not include at	least one mind	ority director	Less than 30%	of the board	is diverse.				
1f	Elect Director Richard J. Lieb		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boa nominee is employed full-time at			•		of the board	is diverse.The				
1g	Elect Director Timothy J. Naugh	nton	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boa nominee is employed full-time an			,		of the board	is diverse.The				
1h	Elect Director H. Jay Sarles		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boa	rd does not include at	least one mino	ority director	Less than 30%	of the board	is diverse.				
1i	Elect Director Susan Swanezy		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boa	rd does not include at	least one mino	rity director	Less than 30%	of the board	is diverse.				
1j	Elect Director W. Edward Walte	er	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boa	rd does not include at	least one mino	ority director	Less than 30%	of the board	is diverse.				
2	Ratify Ernst & Young LLP as Au	ditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less tha	n 25 percent of total a	udit fees paid a	are attributa	able to non-aud	it work.					
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F review.	OR this proposal is wa	rranted as pay	and perforr	mance are reaso	onably aligned	for the year in				
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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



Cboe Global Markets, Inc.

	Shares Voted: 93	Votable Shares: 93	*Shares on Loan: 0	Shares Instructed: 93
Total Ballots: 1	Voting Policy: UUA			

Votable Voting Vote Proposal **Proposal Text** Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Number Proponent Elect Director Edward T. Tilly 1.1 Mgmt Yes 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 Eugene S. Sunshine Mgmt Yes 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 Frank E. English, Jr. Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director William M. Farrow, III Mgmt 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 Edward J. Fitzpatrick Mgmt Yes 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 Janet P. Froetscher Mgmt 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 Jill R. Goodman Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Roderick A. Palmore 1.8 Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director James E. Parisi 1.9 Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Joseph P. Ratterman 1.10 Mgmt 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 Michael L. Richter Mgmt Yes 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 Jill E. Sommers Mgmt 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 Carole E. Stone Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Cboe Global Markets, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F reasonably aligned at this time.	FOR this proposal is wan	ranted. Althou	gh a concer	n is noted, pay	and performa	nce are				
3	Ratify Deloitte & Touche LLP as	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less that	n 25 percent of total au	ıdit fees paid a	are attributa	ble to non-audi	t work.					
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Socially Re	esponsible 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 Record Date: 03/18/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: CXW	urity ID: 21871N101	Meeting ID: 1319091
Primary CUSIP: 21871N101	Primary ISIN: US21871N1019	Primary SEDO	DL: BZ8VC58	Proxy Level: 3
	Shares Voted: 234	Votable Shares: 234	*Shares on Loan: 0	Shares Instructed: 234
Total Ballots: 1	Voting Policy: UUA			

		• • •					
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Donna M. Alvarado	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the than 2 public companies.	board is diverse.The no	ominee is en	nployed full-tin	ne and sits on board	ls at more	
1b	Elect Director Robert J. Dennis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the than 2 public companies.	board is diverse.The no	ominee is en	nployed full-tin	ne and sits on board	ls at more	
1c	Elect Director Mark A. Emkes	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST Gove. and Charles Overby is warranted for a materia ability to amend the bylaws.Less than 30% of	l governance failure. Th					
1d	Elect Director Damon T. Hininger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the	board is diverse.					
1e	Elect Director Stacia A. Hylton	Mgmt	Yes	For	Against	Against	Against
	IV. D. I. D. II. A.		-/ 14- / /		11.16 Th 144	I h - // 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.

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



CoreCivic, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1f	Elect Director Harley G. Lappin		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is	diverse.								
1g	Elect Director Anne L. Mariucci		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is	diverse.								
1h	Elect Director Thurgood Marshal	ll, Jr.	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote AC and Charles Overby is warranted ability to amend the bylaws.Less	for a material governa	ance failure. Th								
1 i	Elect Director Devin I. Murphy		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is	diverse.								
1j	Elect Director Charles L. Overby		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote AC and Charles Overby is warranted ability to amend the bylaws.Less	for a material governa	ance failure. Th								
1k	Elect Director John R. Prann, Jr.		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is	diverse.								
2	Ratify Ernst & Young LLP as Auc	litor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total a	udit fees paid a	are attributa	able to non-aud	it work.					
3	Advisory Vote to Ratify Named E Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.	a concern is noted, a	vote FOR this	proposal is	warranted as p	ay and perforn	nance are				
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Socially Re	esponsible 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



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 Instruct	
1a	Elect Director Fernando Aguirre	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.			
1b	Elect Director Mark T. Bertolini	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Richard M. Bracken	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.			
1d	Elect Director C. David Brown, II	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.			
1e	Elect Director Alecia A. DeCoudreaux	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.			
1f	Elect Director Nancy-Ann M. DeParle	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.			
1g	Elect Director David W. Dorman	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 p	ublic companies.There is gen	der		
1h	Elect Director Roger N. Farah	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.			
1i	Elect Director Anne M. Finucane	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.			
1j	Elect Director Edward J. Ludwig	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.			
1k	Elect Director Larry J. Merlo	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.			
11	Elect Director Jean-Pierre Millon	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.			
1m	Elect Director Mary L. Schapiro	Mgmt	Yes	For	For	For	For	
	Matina Dalia Dationala Thomas is an administrative	waiter on the he	and Thorni	a at langt 20 m	avaant di savait s			

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1n	Elect Director Richard J. Swift	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
10	Elect Director William C. Weldon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1p	Elect Director Tony L. White	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-aud	it 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 wan denomination of long-term incentives, which resulted in disclosure rules. Target CEO compensation did not chan long-term incentives are tied to objective performance of stock price underperformance.	two cycles of ge significantl	awards bein y, however.	ng reported in t Annual incenti	the same year as a result of eyes and three-quarters of	nt	
4	Prohibit Adjusting Compensation Metrics for Legal or Compliance Costs	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is would limit the compensation committee's ability to desi has adjusted incentive metrics for certain legal settlement reconciliation to GAAP for incentive program metrics, an pay-for-performance disconnect.	ign incentive p nts for multipl	lans and is le le years, sup	viewed as over plemental prox	ly prescriptive. The company cy disclosure provides		

Ballot Details

Institutional Account Detail (IA Name, 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	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



Floor & Decor Holdings, Inc.

otal Ballo	ots: 1	Shares Voted: 9,850 Voting Policy: UUA		Votable Sh	nares: 9,850		*Shares on Lo	an: 0	5	Shares Instructed: 9	9,850
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1a	Elect Director Michael Fung		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vo Roth is warranted given the to enact certain changes to t rights.Less than 30% of the	board's failure to remove, the governing documents o	or subject to a	sunset requ	irement, the s	upermajority v	ote requirement				
1b	Elect Director John M. Roth		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vo Roth is warranted given the to enact certain changes to t rights.Less than 30% of the	board's failure to remove, he governing documents a	or subject to a	sunset requ	irement, the s	upermajority v	ote requirement				
1c	Elect Director Thomas V. Ta	aylor, Jr.	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vo Roth is warranted given the to enact certain changes to t rights.Less than 30% of the	board's failure to remove, he governing documents a	or subject to a	sunset requ	irement, the s	upermajority v	ote requirement				
1d	Elect Director Rachel H. Lee	2	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vo Roth is warranted given the to enact certain changes to t rights.Less than 30% of the	board's failure to remove, he governing documents o	or subject to a	sunset requ	irement, the s	upermajority v	ote requirement				
2	Ratify Ernst & Young LLP as	s Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less	than 25 percent of total a	audit fees paid a	are attributa	ble to non-aud	lit work.					
3	Advisory Vote to Ratify Nan Officers' Compensation	ned Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoreasonably aligned at this tin	•	o vote FOR this	proposal is i	warranted as p	ay and perforr	mance are				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Sands Cap	ital Mgnt, 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 Record Date: 03/20/2019	Country: USA Meeting Type: Annual	Primary Security ID: 418056107 Ticker: HAS	Meeting ID: 1317651
Primary CUSIP: 418056107	Primary ISIN: US4180561072	Primary SEDOL: 2414580	Proxy Level: 3



Hasbro, Inc.

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi	
1.1	Elect Director Kenneth A. Bronfin	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1.2	Elect Director Michael R. Burns	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent 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 divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1.5	Elect Director John A. Frascotti	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1.6	Elect Director Lisa Gersh	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1.7	Elect Director Brian D. Goldner	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The nominee is employed full-ting and racial diversity on the board. There is at least 30 per			more than 2 pe	ublic companies.There is gen	nder		
1.8	Elect Director Alan G. Hassenfeld	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1.9	Elect Director Tracy A. Leinbach	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1.10	Elect Director Edward M. Philip	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1.11	Elect Director Richard S. Stoddart	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1.12	Elect Director Mary Beth West	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pc	ercent diversity.			
1.13	Elect Director Linda K. Zecher	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			



Meeting ID: 1319820

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	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instructio	on	
2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is w	arranted as pay	and perform	mance are reas	onably aligned	at this time.				
3	Ratify KPMG LLP as Auditor		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	nan 25 percent of total	audit fees paid	are attributa	able to non-aud	lit work.					
Ballot D	Details										
	onal Account Detail le, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	,	Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/09/2019	Auto-Approved	04/16/2019		342	342
								Total Shares	:	342	342

Voting

Vote

Votable

Host Hotels & Resorts, Inc.

Country: USA

Meeting Date: 05/16/2019

19 Meeting 1	Type: Annual		Ticker:	HST				
4 Primary IS	IN: US44107P1049		Primary	SEDOL: 2567503	3	Proxy Level: 3		
Shares Vot Voting Poli	•	Votable Sh	nares: 6,015		*Shares on Loan: 0	Share	s Instructed: 6,015	
t	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
r Mary L. Baglivo	Mgmt	Yes	For	For	Against	Against		
Rationale: The nominee is emplersity on the board. There is at	•		more than 2 p	ublic companies	s.There is gender			
r Sheila C. Bair	Mgmt	Yes	For	For	Against	Against		
Rationale: The nominee is emplersity on the board. There is at	•		more than 2 p	ublic companies	s.There is gender			
r Ann McLaughlin Korologos	Mgmt	Yes	For	For	For	For		
Rationale: There is gender and	racial diversity on the bo	oard. There is	s at least 30 p	ercent diversity	:			
r Richard E. Marriott	Mgmt	Yes	For	For	For	For		
Rationale: There is gender and	racial diversity on the bo	oard. There is	s at least 30 p	ercent diversity	:			
r Sandeep L. Mathrani	Mgmt	Yes	For	For	For	For		
R <i>ati</i> i	onale: There is gender and	onale: There is gender and racial diversity on the bo	onale: There is gender and racial diversity on the board. There is	onale: There is gender and racial diversity on the board. There is at least 30 p	onale: There is gender and racial diversity on the board. There is at least 30 percent diversity andeep L. Mathrani Mgmt Yes For For	onale: There is gender and racial diversity on the board. There is at least 30 percent diversity.	onale: There is gender and racial diversity on the board. There is at least 30 percent diversity. andeep L. Mathrani Mgmt Yes For For For For	

Primary Security ID: 44107P104



Host Hotels & Resorts, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	on	
1.6	Elect Director John B. Morse, Jr.		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity					
1.7	Elect Director Mary Hogan Preus	se	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nomi and racial diversity on the board.				more than 2 pu	ıblic companie	s.There is gend	er			
1.8	Elect Director Walter C. Rakowic	h	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	is at least 30 pe	ercent diversity	:				
1.9	Elect Director James F. Risoleo		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	rsity on the bo	ard. There is	is at least 30 pe	ercent diversity					
1.10	Elect Director Gordon H. Smith		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	sity on the bo	ard. There is	is at least 30 pe	ercent diversity					
1.11	Elect Director A. William Stein		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	sity on the bo	ard. There is	is at least 30 pe	ercent diversity	<i>'</i> .				
2	Ratify KPMG LLP as Auditor		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total at	ıdit fees paid a	are attributa	ble to non-aud	it work.					
3	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC	OR this proposal is war	ranted, as pay	and perform	mance are reas	onably aligned	at this time.				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	c 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

Record Date: 03/18/2019	Meeting Type: Annual	Ticker: INTC	
Primary CUSIP: 458140100	Primary ISIN: US4581401001	Primary SEDOL: 2463247	Proxy Level: 3



Intel Corporation

Votable Shares: 6.157 Shares Voted: 6,157 *Shares on Loan: 0 Shares Instructed: 6,157 Total Ballots: 1 Voting Policy: UUA Votable Voting Vote Proposal **Proposal Text** Proposal ISS Rec **Policy Rec** Instruction Number Proponent Mgmt Rec 1a Elect Director Aneel Bhusri Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1b Elect Director Andy D. Bryant Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1c Elect Director Reed E. Hundt Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Omar Ishrak 1d Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1e Elect Director Risa Lavizzo-Mourey Mgmt 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 Tsu-Jae King Liu Mgmt For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Gregory D. Smith 1g Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director Robert 'Bob' H. Swan Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1i Elect Director Andrew Wilson Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1j Elect Director Frank D. Yeary Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Ratify Ernst & Young LLP as Auditors For For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work. Advisory Vote to Ratify Named Executive Mgmt Yes Against Against Against Officers' Compensation 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. Amend Omnibus Stock Plan For For Mamt Yes For

Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.



Intel Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
5	Provide Right to Act by Written (Consent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC shareholder rights.	OR this proposal is warr	anted given ti	hat the abili	ty to act by wn	itten consent w	vould enhance			_	
6	Report on Gender Pay Gap		SH	Yes	Against	For		For	For		
7	Voting Policy Rationale: A vote FC allowing them to measure the pro- Request for an Annual Advisory Political Contributions	ogress of the company's	•			<i>m additional in</i> Against	formation	For	For		
	Voting Policy Rationale: A vote FC oversight mechanisms regarding a better assess the company's man	its political contribution	s and particip	ation in trad						-	
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Auto-Instructed

05/06/2019

Primary Security ID: 477143101

Auto-Approved

05/06/2019

Total Shares:

6,157

6,157

Meeting ID: 1318655

6,157

6,157

JetBlue Airways Corporation

6728029082

Country: USA

Confirmed

Rhumbline Custom S&P Index, 6728029082

Meeting Date: 05/16/2019

Record Date: 03/21/2019		Meeting Type: Annu		Ticker:	JBLU			
Primary (CUSIP: 477143101	Primary ISIN: US4771	431016		Primary	SEDOL: 2852760		Proxy Level: 3
Total Ballots: 1		Shares Voted: 636 Voting Policy: UUA		Votable Si	nares: 636	*Shares on	Loan: 0	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
	Voting Policy Rationale: The boar	rd does not include at l	least one mino	rity director.				
1b	Elect Director Peter Boneparth		Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The boar							
1c	Elect Director Virginia Gambale		Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The boar on boards at more than 2 public		least one mino	rity director.	The nominee	is employed full-time and sits	S	
	Elect Director Stephan Gemkow	1	Mgmt	Yes	For	For	Against	Against



JetBlue Airways Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1e	Elect Director Robin Hayes		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	least one mino	rity director	;						
1f	Elect Director Ellen Jewett		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	least one mino	rity director	;						
1g	Elect Director Joel Peterson		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	least one mino	rity director							
1h	Elect Director Sarah Robb O'H	lagan	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	least one mino	rity director							
1i	Elect Director Frank Sica		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.										
1j	Elect Director Thomas Winkel	mann	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	least one mino	rity director	:						
2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.	•	vote FOR this	proposal is	warranted as p	ay and perform	nance are				
3	Ratify Ernst & Young LLP as A	auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	nan 25 percent of total a	audit fees paid a	are attributa	able to non-aud	lit work.					
4	Provide Right to Act by Writte	n Consent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote shareholder rights.	FOR this proposal is wa	nrranted given t	hat the abili	ity to act by wr	itten consent v	vould enhance				
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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



L Brands, Inc.

		Shares Voted: 743		Votable Sh	nares: 743		*Shares on Lo	oan: 0	9	Shares Instructed: 7	43
otal Ballo	ots: 1	Voting Policy: UUA									
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	on	
1.1	Elect Director Patricia S. Bellin	ger	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'.</i>				
1.2	Elect Director Sarah E. Nash		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The no.				more than 2 pu	ıblic companie	s.There is gena	ler .			
1.3	Elect Director Anne Sheehan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'.</i>				
1.4	Elect Director Leslie H. Wexne	r	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'</i> .				
2	Ratify Ernst & Young LLP as A	uditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	an 25 percent of total a	udit fees paid a	are attributa	ble to non-aud	it work.					
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote review, though certain concerns		rranted as pay	and perforn	nance are reaso	onably aligned	for the year in				
4	Eliminate Supermajority Vote	Requirement	SH	Yes	For	For		For	For		
	Voting Policy Rationale: A vote shareholder rights.	FOR this proposal is wa	rranted given t	that the redu	iction in voting	requirements	would enhance	1			
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	: 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



Lear Corporation

	Shares Voted: 395	Votable Shares: 395	*Shares on Loan: 0	Shares Instructed: 395
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct		
1a	Elect Director Thomas P. Capo	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	s at least 30 p	ercent diversity.				
1b	Elect Director Mei-Wei Cheng	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	s at least 30 p	ercent 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 boo	ard. There is	s at least 30 p	ercent diversity.				
1e	Elect Director Kathleen A. Ligocki	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	s at least 30 p	ercent 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 boo	ard. There is	s at least 30 p	ercent diversity.				
1g	Elect Director Raymond E. Scott	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	s at least 30 p	ercent diversity.				
1h	Elect Director Gregory C. Smith	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	s at least 30 p	ercent diversity.				
1 i	Elect Director Henry D.G. Wallace	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	s at least 30 p	ercent diversity.				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Less than 25 percent of to	tal audit fees paid a	re attributa	ble to non-aud	dit 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	s warranted as pay	and perforn	nance are reas	onably aligned at this t	time.			
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	04/27/2019	Auto-Approved	04/27/2019	395	395



Lear Corporation

Total Shares: 395 395

Primerica, Inc.

Meeting Date: 05/16/2019 Record Date: 03/20/2019	Country: USA Meeting Type: Annual	Primary Security Ticker: PRI	ID: 74164M108	Meeting ID: 1311347
Primary CUSIP: 74164M108	Primary ISIN: US74164M1080	Primary SEDOL: B50	K3X8	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			
Pronosal		Votable	Voting V	ote

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director John A. Addison, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1b	Elect Director Joel M. Babbit	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1c	Elect Director P. George Benson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tinand racial diversity on the board. There is at least 30 per			nore than 2 pu	blic companies.There is gende	er	
1d	Elect Director C. Saxby Chambliss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1e	Elect Director Gary L. Crittenden	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tinand racial diversity on the board. There is at least 30 per			nore than 2 pu	blic companies.There is gende	er	
1f	Elect Director Cynthia N. Day	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tinand racial diversity on the board. There is at least 30 per			nore than 2 pu	blic companies.There is gende	er	
1 g	Elect Director Beatriz "Bea" R. Perez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1h	Elect Director D. Richard Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1i	Elect Director Glenn J. Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1j	Elect Director Barbara A. Yastine	Mgmt	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.



Primerica, Inc.

Proposai Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction	on	
2	Advisory Vote to Ratify Named Executive Officers' Compensation		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns were identificant		arranted as pay	and perforn	nance are reaso	onably aligned	and no				
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 D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	ius	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inves	stment 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 Record Date: 03/22/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: UNP	: 907818108	Meeting ID: 1320071
Primary CUSIP: 907818108	Primary ISIN: US9078181081		Primary SEDOL: 2914734		Proxy Level: 3
Total Ballots: 1	Shares Voted: 96 Voting Policy: UUA	Votable Shares	: 96	*Shares on Loan: 0	Shares Instructed: 96

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Andrew H. Card, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Erroll B. Davis, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director William J. DeLaney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director David B. Dillon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Lance M. Fritz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Deborah C. Hopkins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		

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



Union Pacific Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1g	Elect Director Jane H. Lute		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity				-	
1h	Elect Director Michael R. McCarth	ny	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity				-	
1i	Elect Director Thomas F. McLarty	, III	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity				-	
1j	Elect Director Bhavesh V. Patel		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity				-	
1k	Elect Director Jose H. Villarreal		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity				-	
2	Ratify Deloitte & Touche LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total au	ıdit fees paid a	are attributa	ble to non-audi	it work.				-	
3	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO	R this proposal is war	ranted as pay	and perforn	nance remain re	easonably align	ned.			-	
4	Require Independent Board Chai	rman	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote FO board.	R this proposal is war	ranted given t	he importan	ce of having ar	n independent	chairman of the	,			
Ballot D											
	nal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	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.

Record Date: 03/22/2019	Meeting Type: Annual	Ticker: WYND	
Primary CUSIP: 98310W108	Primary ISIN: US98310W1080	Primary SEDOL: B198391	Proxy Level: 3



Wyndham Destinations, Inc.

Shares Voted: 100 Votable Shares: 100 *Shares on Loan: 0 Shares Instructed: 100 Voting Policy: UUA Total Ballots: 1 Votable Voting Vote Proposal Instruction Number Proposal Text Proponent Proposal Mgmt Rec ISS Rec **Policy Rec** 1.1 Elect Director Louise F. Brady Mgmt Yes For For Withhold Withhold Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.2 Elect Director Michael D. Brown Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.3 Elect Director James E. Buckman Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.4 Elect Director George Herrera Mgmt Yes For For Withhold Withhold Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.5 Elect Director Stephen P. Holmes Mamt Yes 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 Denny Marie Post Yes For For Mamt 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 Ronald L. Rickles Withhold Withhold Mamt Yes For For Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.8 Elect Director Michael H. Wargotz Mgmt Yes For For Withhold Withhold Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity. Advisory Vote to Ratify Named Executive Mamt Yes For For For For Officers' Compensation 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. Ratify Deloitte & Touche LLP as Auditors Mgmt Yes Against Against Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work. Approve Qualified Employee Stock Purchase 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 on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue



Wyndham Destinations, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	
5	Report on Political Contribution	ns	SH	Yes	Against	For		For	For	
	Voting Policy Rationale: A vote indirect political contributions, in related risks.		-		_		•			
	nal Account Detail , IA Number)	Custodian Account Number	Ballot Stat	us	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 Record Date: 03/19/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: CBRE	curity ID: 12504L109	Meeting ID: 1319311
Primary CUSIP: 12504L109	Primary ISIN: US12504L1098	Primary SEDO	DL: B6WVMH3	Proxy Level: 3
Total Ballots: 2	Shares Voted: 160 Voting Policy: UUA	Votable Shares: 160	*Shares on Loan: 0	Shares Instructed: 160

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Brandon B. Boze	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Beth F. Cobert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Curtis F. Feeny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Reginald H. Gilyard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 pt	ublic companies.There is gene	der	
1e	Elect Director Shira D. Goodman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 pt	ublic companies.There is gene	der	
1f	Elect Director Christopher T. Jenny	Mgmt	Yes	For	For	For	For



CBRE Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1g	Elect Director Gerardo I. Lopez	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 pt	ublic companies.There is gende	er	
1h	Elect Director Robert E. Sulentic	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Laura D. Tyson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Ray Wirta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director Sanjiv Yajnik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total a	udit fees paid a	are attributa	ble to non-aud	lit 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 wareview.	rranted as pay	and perforn	nance are reas	onably aligned for the year in		
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score	ecard evaluation	n (EPSC), a	vote FOR this ,	proposal is warranted.		
5	Amend Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wa limit would improve the company's existing proxy acce		•	imination of the	e 20-shareholder aggregation		
6	Report on Impact of Mandatory Arbitration Policies	SH	Yes	Against	For	For	For
Rallot D	Voting Policy Rationale: A vote FOR this resolution is w mandatory arbitration for sexual harassment cases cou and retention.						

Ballot Details

Institutional Account Detail (IA Name, 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	33	33
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/27/2019	Auto-Approved	04/27/2019	127	127
						Total Shares:	160	160



Shares Instructed: 1,008

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

Chesapeake Energy Corporation

Meeting ID: 1319814 Meeting Date: 05/17/2019 Country: USA Primary Security ID: 165167107

Record Date: 03/18/2019 Ticker: CHK Meeting Type: Annual

Primary CUSIP: 165167107 Primary ISIN: US1651671075 Primary SEDOL: 2182779 Proxy Level: 3

Shares Voted: 1,008

Votable Shares: 1,008 Total Ballots: 1 Voting Policy: UUA

*Shares on Loan: 0

Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director Gloria R. Boyland Yes Against 1a Mgmt For For Against Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Luke R. Corbett 1b Mgmt Yes For Against Against Against 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 1c Elect Director Mark A. Edmunds For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1d Elect Director Scott A. Gieselman Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. 1e Elect Director David W. Hayes Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1f Elect Director Leslie Starr Keating Mgmt Yes For Against Against Against 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. Elect Director Robert D. "Doug" Lawler 1g Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1h Elect Director R. Brad Martin Mamt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1i Elect Director Merrill A. "Pete" Miller, Jr. Yes For Mgmt Against Against Against 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. 1j Elect Director Thomas L. Ryan Mgmt Yes 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.



Chesapeake Energy Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote responsiveness to last year's far detailed engagement disclosure retention bonus awards and a re	led say-on-pay vote. Fol and robust changes to p	llowing multipi pay programs.	le years of l Further co	ow say-on-pay : ncerns are raise	support, inves ed regarding ti	tors expect				
3	Ratify PricewaterhouseCoopers	LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less the	an 25 percent of total au	udit fees paid d	are attributa	able to non-aud	lit work.					
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Socially Re	esponsible 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 Record Date: 03/19/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: ICE	curity ID: 45866F104	Meeting ID: 1314824
Primary CUSIP: 45866F104	Primary ISIN: US45866F1049	Primary SEDO	DL: BFSSDS9	Proxy Level: 3
	Shares Voted: 391	Votable Shares: 391	*Shares on Loan: 0	Shares Instructed: 391
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Sharon Y. Bowen	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1b	Elect Director Charles R. Crisp	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1c	Elect Director Duriya M. Farooqui	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1d	Elect Director Jean-Marc Forneri	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1e	Elect Director The Right Hon. The Lord Hague of Richmond	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is of	liverse.					



Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	I	Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1f	Elect Director Frederick W. Hatfield		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of	the board is div	erse.								
1g	Elect Director Thomas E. Noonan		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of	the board is div	erse.								
1h	Elect Director Frederic V. Salerno		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of	the board is div	erse.								
1i	Elect Director Jeffrey C. Sprecher		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of	the board is div	erse.								
1j	Elect Director Judith A. Sprieser		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of	the board is div	erse.								
1k	Elect Director Vincent Tese		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of	the board is div	erse.							•	
2	Advisory Vote to Ratify Named Executive Officers' Compensation		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this pr	roposal is warrai	nted, as pay	and perform	mance are reas	onably aligned	at this time.			•	
3	Ratify Ernst & Young LLP as Auditor		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than 25 percentage	ent of total audi	it fees paid a	re attributal	ble to non-audi	t work.					
Ballot D	etails										
	onal Account Detail Custodi e, IA Number) Account	an t Number	Ballot Statu	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Macy's, Inc.

Rhumbline Custom S&P Index, 6728029082

6728029082

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

Auto-Instructed

04/25/2019

Auto-Approved

04/25/2019

Total Shares:

391

391

391

391

Confirmed



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 Instructi
1a	Elect Director David P. Abney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Francis S. Blake	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director John A. Bryant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Deirdre P. Connelly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Jeff Gennette	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Leslie D. Hale	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director William H. Lenehan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Sara Levinson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Joyce M. Roche	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Paul C. Varga	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director Marna C. Whittington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-aud	it work.		



Macy's, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
3	Advisory Vote to Ratify Named E	xecutive	Mgmt	Yes	For	For		For	For		
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.											
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 its political expenditures and trade association activities would aid investors in assessing the company's management of related risks and benefits.										
5	Report on Human Rights Due Dil Process	igence	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 Macy's is managing human rights related risks.										
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Statu	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Auto-Instructed

05/03/2019

Primary Security ID: 962166104

Auto-Approved

05/03/2019

Against

Against

Total Shares:

1,296

1,296

Meeting ID: 1319022

1,296

1,296

Weyerhaeuser Company

Elect Director Sara Grootwassink Lewis

Rhumbline Custom S&P Index, 6728029082

Meeting Date: 05/17/2019

1.3

Record Date: 03/22/2019 Meeting Type: Annual				Ticker:	WY				
Primary CUSIP: 962166104 Primary ISIN: US9621661043			661043	Primary SEDOL: 2958936					Proxy Level: 3
		Shares Voted: 4,132		Votable Sh	ares: 4,132		*Shares on Lo	an: 0	Shares Instructed: 4,132
Total Ball	ots: 1	Voting Policy: UUA							
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark A. Emmert		Mgmt	Yes	For	For		Against	Against
	Voting Policy Rationale: The boar	rd does not include at le	east one minor	rity director.					
1.2	Elect Director Rick R. Holley		Mgmt	Yes	For	For		Against	Against
	Voting Policy Rationale: The boar	rd does not include at le	east one minor	rity director.					

Voting Policy Rationale: The board does not include at least one minority director.

6728029082

Country: USA

Confirmed

Yes

Mgmt

For

For



Weyerhaeuser Company

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
	Voting Policy Rationale: The board does not include at i	east one mino	rity director.				
1.5	Elect Director Marc F. Racicot	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at I	east one mino	rity director.				
1.6	Elect Director Lawrence A. Selzer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at I	east one mino	rity director.				
1.7	Elect Director D. Michael Steuert	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at i	east one mino	rity director.				
1.8	Elect Director Devin W. Stockfish	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at i	east one mino	rity director.				
1.9	Elect Director Kim Williams	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at i	east one mino	rity director.				
1.10	Elect Director Charles R. Williamson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at I	east one mino	rity director.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is both annual and long-term incentive programs. The low well explained, and the program paid out above target. "controllable business metrics" portion of the program. proxy does not disclose a cap on vesting when shareho opportunity increased without sufficient rationale. Finalin performance vesting criteria.	ering of finance Further, the p Long-term equ Iders experience	cial target go croxy does no uity incentive ce losses. Th	oals under the operation of the land of th	annual incentive program is no rics or targets for the y median performance, and th erm incentive target	ot	
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total at	ıdit fees paid a	are attributa	ble to non-aud	it work.		

Institutional Account Detail (IA Name, 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	04/24/2019	Auto-Approved	04/24/2019	4,132	4,132
			_			Total Shares:	4,132	4,132



Bruker Corporation

_	Ing Date: 05/20/2019 Country: USA Primary Security ID: 116794108 dd Date: 03/25/2019 Meeting Type: Annual Ticker: BRKR			Meeting ID: 1325953				
Primary C	USIP: 116794108	Primary ISIN: US11679	941087		Primary	SEDOL: 261613	7	Proxy Level: 3
Total Ballo	o ts: 1	Shares Voted: 4,815 Voting Policy: UUA		Votable Sh	ares: 4,815		*Shares on Loan: 0	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

1.1	Elect Director Frank H. Laukien	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include	de at least one mir	nority direct	or.Less than .	30% of the board is	diverse.	
1.2	Elect Director John Ornell	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include nominee is an incumbent member of the audit cor company's external auditor.		•				
1.3	Elect Director Richard A. Packer	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include	de at least one mir	nority direct	or.Less than .	30% of the board is	s diverse.	
1.4	Elect Director Robert Rosenthal	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include nominee is an incumbent member of the audit cor company's external auditor.		,				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is significant concerns were identified at this time.	is warranted as pa	ay and perfo	ormance are r	easonably aligned a	and no	
3	Ratify PricewaterhouseCoopers LLP as	Mgmt	Yes	For	For	Against	Against

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

Ballot Details

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



Willis Towers Watson Public Limited Company

Total Ball	Shares Voted: 166 ots: 1 Voting Policy: UUA		Votable Sh	nares: 166	*Shares o	on Loan: 0	Shares Instructed: 166
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
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Victor F. Ganzi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director John J. Haley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Wendy E. Lane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Brendan R. O'Neill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Jaymin B. Patel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Linda D. Rabbitt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Paul D. Thomas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Wilhelm Zeller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
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
	Voting Policy Rationale: A vote FOR this item is warrants non-audit purposes.	ed because on	ly 1.5 perce	ent of the fees	paid to the auditor are for	-	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wan	•			•		

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.



Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
4	Renew the Board's Authority to Issue Shares Under Irish Law		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote recommended limits.	FOR these resolutions is	warranted be	cause the pi	roposed amoun	nts and duratio	ns are within				
5	Renew the Board's Authority Statutory Pre-Emptions Right	•	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote recommended limits.	e FOR these resolutions is	warranted be	cause the pi	roposed amoun	ts and duratio	ns are within				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	cus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 Record Date: 03/25/2019	Country: USA Meeting Type: Annual		nary Security ID: 026874784 er: AIG	Meeting ID: 1317876
Primary CUSIP: 026874784	Primary ISIN: US0268747849	Prim	ary SEDOL: 2027342	Proxy Level: 3
	Shares Voted: 675	Votable Shares: 675	*Shares on Loan: 0	Shares Instructed: 675
Total Ballots: 2	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director W. Don Cornwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	cial diversity on the bo	pard. There i	is at least 30 p	ercent diversity.		
1b	Elect Director Brian Duperreault	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	cial diversity on the bo	pard. There i	is at least 30 p	ercent diversity.		
1c	Elect Director John H. Fitzpatrick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	cial diversity on the bo	pard. There i	is at least 30 p	ercent diversity.		
1d	Elect Director William G. Jurgensen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	ocial diversity on the bo	pard. There i	is at least 30 p	ercent diversity.		
1e	Elect Director Christopher S. Lynch	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



American International Group, Inc.

Elect Director Henry S. Miller Voting Policy Rationale: There is gender and racial dive.	Mamt				•	Instruct		
Voting Policy Rationale: There is gender and racial dive	Mgmt	Yes	For	For	For	For		
	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
Elect Director Linda A. Mills	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
Elect Director Thomas F. Motamed	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
Elect Director Peter R. Porrino	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
Elect Director Amy L. Schioldager	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
Elect Director Douglas M. Steenland	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
Elect Director Therese M. Vaughan	Mgmt	Yes	For	For	Against	Against		
			more than 2 pu	ıblic companies.There is gende	pr			
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against		
shareholders, the company only received vague feedba specific concerns during engagements, the lack of whice company are sufficiently responsive to shareholders' co misalignment for the year in review. The CEO's annual metric for which disclosure is not sufficient to fully under aggregated metrics. For the second consecutive year, to lowered. Additionally, the long-term performance metric	ck from those h can impede ncerns. Furthe incentive prederstand the linhe proportion cs lack forward	engagement investors' ab ir, there is an ominantly pa kage betwee of performant d-looking goo	ts. It is incumb nility to assess in n unmitigated p nys out based on neysouts and nee-conditioned al disclosure, a	ent on the board to discern whether actions taken by the pay-for-performance on an aggregated performance the performance for the dequity in the LTI grant was and the overall equity grant				
Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year		
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.								
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity of the Director Suzanne Nora Johnson Voting Policy Rationale: There is gender and racial diversity of the Director Peter R. Porrino Voting Policy Rationale: There is gender and racial diversity of the Director Amy L. Schioldager Voting Policy Rationale: There is gender and racial diversity of the Director Douglas M. Steenland Voting Policy Rationale: There is gender and racial diversity of the Director Therese M. Vaughan Voting Policy Rationale: The nominee is employed full-thand racial diversity on the board. There is at least 30 per Advisory Vote to Ratify Named Executive Officers' Compensation Voting Policy Rationale: A vote AGAINST the proposal is shareholders, the company only received vague feedbast specific concerns during engagements, the lack of which company are sufficiently responsive to shareholders' comisalignment for the year in review. The CEO's annual metric for which disclosure is not sufficient to fully under aggregated metrics. For the second consecutive year, to lowered. Additionally, the long-term performance metric value was increased 50 percent for certain NEOs, including Policy Rationale: A vote for the adoption of an Acatify PricewaterhouseCoopers LLP as	Elect Director Suzanne Nora Johnson Mgmt Voting Policy Rationale: There is gender and racial diversity on the both Elect Director Peter R. Porrino Mgmt Voting Policy Rationale: There is gender and racial diversity on the both Elect Director Peter R. Porrino Mgmt Voting Policy Rationale: There is gender and racial diversity on the both Elect Director Amy L. Schioldager Mgmt Voting Policy Rationale: There is gender and racial diversity on the both Elect Director Douglas M. Steenland Mgmt Voting Policy Rationale: There is gender and racial diversity on the both Elect Director Therese M. Vaughan Mgmt Voting Policy Rationale: The nominee is employed full-time and sits on and racial diversity on the board. There is at least 30 percent diversity Advisory Vote to Ratify Named Executive Mgmt Officers' Compensation Voting Policy Rationale: A vote AGAINST the proposal is warranted. A shareholders, the company only received vague feedback from those specific concerns during engagements, the lack of which can impedent company are sufficiently responsive to shareholders' concerns. Further misalignment for the year in review. The CEO's annual incentive predimetric for which disclosure is not sufficient to fully understand the limit aggregated metrics. For the second consecutive year, the proportion of wared. Additionally, the long-term performance metrics lack forward value was increased 50 percent for certain NEOs, including the CEO, to not considered sufficient. Advisory Vote on Say on Pay Frequency Mgmt Voting Policy Rationale: A vote for the adoption of an ANNUAL say-one Ratify PricewaterhouseCoopers LLP as	Voting Policy Rationale: There is gender and racial diversity on the board. There is Elect Director Suzanne Nora Johnson Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is Elect Director Peter R. Porrino Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is Elect Director Amy L. Schioldager Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is Elect Director Douglas M. Steenland Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is Elect Director Therese M. Vaughan Mgmt Yes Voting Policy Rationale: The nominee is employed full-time and sits on boards at and racial diversity on the board. There is at least 30 percent diversity. Advisory Vote to Ratify Named Executive Mgmt Yes Officers' Compensation Voting Policy Rationale: A vote AGAINST the proposal is warranted. Although the shareholders, the company only received vague feedback from those engagement specific concerns during engagements, the lack of which can impede investors' ab company are sufficiently responsive to shareholders' concerns. Further, there is a misalignment for the year in review. The CEO's annual incentive predominantly permetric for which disclosure is not sufficient to fully understand the linkage betwee aggregated metrics. For the second consecutive year, the proportion of performal lowered. Additionally, the long-term performance metrics lack forward-looking good value was increased 50 percent for certain NEOs, including the CEO, based on an not considered sufficient. Advisory Vote on Say on Pay Frequency Mgmt Yes Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency	Elect Director Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Elect Director Peter R. Porrino Mgmt Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Elect Director Peter R. Porrino Mgmt Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Elect Director Amy L. Schioldager Mgmt Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Elect Director Douglas M. Steenland Mgmt Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Elect Director Therese M. Vaughan Mgmt Yes For Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 per and racial diversity on the board. There is at least 30 percent diversity. Advisory Vote to Ratify Named Executive Mgmt Yes For Officers' Compensation Voting Policy Rationale: A vote AGAINST the proposal is warranted. Although the company discless shareholders, the company only received vague feedback from those engagements. It is incumb specific concerns during engagements, the lack of which can impede investors' ability to assess company are sufficiently responsive to shareholders' concerns. Further, there is an unmitigated of misalignment for the year in review. The CEO's annual incentive predominantly pays out based of metric for which disclosure is not sufficient to fully understand the linkage between payouts and aggregated metrics. For the second consecutive year, the proportion of performance-conditioned lowered. Additionally, the long-term performance metrics lack forward-looking goal disclosure, a value was increased 50 percent for certain NEOs, including the CEO, based on an individual mod not considered sufficient. Advisory Vote on Say on Pay Frequency Mgmt Yes One Year	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Suzanne Nora Johnson Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Peter R. Porrino Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Amy L. Schioldager Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Douglas M. Steenland Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Therese M. Vaughan Mgmt Yes For For Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity. Advisory Vote to Ratify Named Executive Mgmt Yes For Against Officers' Compensation 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 of 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 for	Elect Director Suzanne Nora Johnson Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Peter R. Porrino Mgmt Yes For For For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Peter R. Porrino Mgmt Yes For For For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Amy L. Schioldager Mgmt Yes For For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Douglas M. Steenland Mgmt Yes For For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Therese M. Vaughan Mgmt Yes For For For 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. Advisory Vote to Ratify Named Executive Mgmt Yes For Against Against Officers' Compensation 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 discrem 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 metric for which disclosure is not sufficient to fully understand the linkage between payouts and the performance metric for which disclosure is not sufficient to fully understand the linkage between payouts and the performance metric for which disclosure is not sufficient to fully understand the linka		

Proposal

Meeting Date: 05/21/2019



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

American International Group, Inc.

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction		
5	Reduce Ownership Threshold for SH Yes Against For For For Shareholders to Call Special Meeting										
	Voting Policy Rationale: A vote meetings.	e FOR this proposal is wa	arranted as it w	ould enhand	e the existing s	shareholder rig	ght to call specia	7/			
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Vot	able Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/07/2019	Auto-Approved	05/07/2019		590	590
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	05/07/2019	Auto-Approved	05/07/2019		85	85
								Total Shares	:	675	675

Primary Security ID: G11196105

Voting

Vote

Meeting ID: 1322980

Votable

Biohaven Pharmaceutical Holding Company Ltd.

Country: Virgin Isl (UK)

Record Date: 03/28/2019 Primary CUSIP: G11196105 Total Ballots: 1		Meeting Type: Annual			Ticker:	BHVN			
		Primary ISIN: VG		Primary	SEDOL: BZ8FXC4		Proxy Level: N/A		
		Shares Voted: 1,356 Voting Policy: UUA		Votable Shares: 1,356		*Shares on Loan: 0		Shares Instructed: 1,356	
roposal umber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1A	Elect Director Gregory H. Bai	iley	Mgmt	Yes	For	Against	Against	Against	
	Voting Policy Rationale: A vote remove, or subject to a sunse	t requirement, the sup	permajority vote re	equirement t	to enact certai	n changes to the gover	rning		
1B	- '	t requirement, the sup board structure, each non-independent and s companies.Less than 3	nermajority vote ro of which adversel sits on a key comr	equirement t ly impact sha mittee.The no	to enact certail preholder right ominee is emp	n changes to the goven s. The board is not ma ployed full-time and sits	rning jority s on	Against	
1B	remove, or subject to a sunse documents and the classified independent. The nominee is n boards at more than 2 public of	t requirement, the sup board structure, each con-independent and s companies.Less than 3 e AGAINST Gregory (G t requirement, the sup board structure, each	nermajority vote noof which adversel sits on a key common 80 percent of the Mgmt Greg) Bailey and Jo Dermajority vote no of which adversel	equirement t ly impact sha mittee. The no board is dive Yes ohn Childs is equirement t ly impact sha	to enact certain preholder right cominee is emp erse. There is n For warranted give to enact certain preholder right	in changes to the gover is. The board is not ma ployed full-time and sits o racial diversity on the Against ven the board's failure in changes to the gover is. The board is not maj	rning iority s on e board. Against to	Against	
1B 2	remove, or subject to a sunse documents and the classified independent. The nominee is in boards at more than 2 public of Elect Director John W. Childs Voting Policy Rationale: A vote remove, or subject to a sunse documents and the classified in	t requirement, the sup board structure, each non-independent and s companies.Less than 3 e AGAINST Gregory (6 t requirement, the sup board structure, each cent of the board is di	nermajority vote noof which adversel sits on a key common 80 percent of the Mgmt Greg) Bailey and Jo Dermajority vote no of which adversel	equirement t ly impact sha mittee. The no board is dive Yes ohn Childs is equirement t ly impact sha	to enact certain preholder right cominee is emp erse. There is n For warranted give to enact certain preholder right	in changes to the gover is. The board is not ma ployed full-time and sits o racial diversity on the Against ven the board's failure in changes to the gover is. The board is not maj	rning iority s on e board. Against to	Against	
	remove, or subject to a sunse documents and the classified a independent. The nominee is no boards at more than 2 public of Elect Director John W. Childs Voting Policy Rationale: A vote remove, or subject to a sunse documents and the classified a independent. Less than 30 per Ratify Pricewaterhouse Coope	t requirement, the sup board structure, each companies.Less than 2 companies.Less than 2 e AGAINST Gregory (G t requirement, the sup board structure, each cent of the board is di ers LLP as	nermajority vote noof which adversel sits on a key common 30 percent of the significant Mgmt Sireg) Bailey and Jo Dermajority vote noof which adversel verse. There is noof	equirement t ly impact sha mittee.The no board is dive Yes ohn Childs is equirement t ly impact sha racial divers	to enact certain preholder right cominee is emp erse. There is n For warranted give to enact certain preholder right ity on the boar	in changes to the gover is. The board is not ma isloyed full-time and sits or racial diversity on the Against ven the board's failure in changes to the gover is. The board is not maj rid.	rning jority s on e board. Against to rning ority		



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 Record Date: 03/27/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: BXP	101121101	Meeting ID: 1319664
Primary CUSIP: 101121101	Primary ISIN: US1011211018		Primary SEDOL: 2019479	9	Proxy Level: 3
	Shares Voted: 720	Votable Shares:	720	*Shares on Loan: 0	Shares Instructed: 720
Total Ballots: 1	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Kelly A. Ayotte	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.2	Elect Director Bruce W. Duncan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.3	Elect Director Karen E. Dykstra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.4	Elect Director Carol B. Einiger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.5	Elect Director Diane J. Hoskins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.6	Elect Director Joel I. Klein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.7	Elect Director Douglas T. Linde	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.8	Elect Director Matthew J. Lustig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.9	Elect Director Owen D. Thomas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		



Boston Properties, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.10	Elect Director David A. Twardoo	:k	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'.</i>				
1.11	Elect Director William H. Waltor	ı, III	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>/.</i>				
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote A lowering the portion of long-tern remained highly discretionary, la	equity that was perfo	ormance-condit	ioned. Addi	tionally, the ani	nual cash bonu					
3	Approve Remuneration of Non- Directors	Employee	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F magnitude, and a qualitative rev. safeguards.										
4	Ratify PricewaterhouseCoopers Auditors	LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less that	n 25 percent of total a	udit fees paid a	are attributa	able to non-aud	lit work.					
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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.

1.2

Elect Director Robert J. Bertolini

Meeting	Date: 05/21/2019	Country: USA			Primary	Security ID	: 159864107	Meeting ID: 1319181	
Record D	Date: 03/22/2019	Meeting Type: Annual				CRL			
Primary C	USIP: 159864107	Primary ISIN: US1598	541074		Primary	SEDOL: 260433	Proxy Level: 3		
		Shares Voted: 1,488	Votable Sh	ares: 1,488		*Shares on Lo	an: 0	Shares Instructed: 1,488	
Total Ball	ots: 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 C. Foster		Mgmt	Yes	For	For		Against	Against
	Voting Policy Rationale: The boar	rd does not include at le	east one mino	rity director.	Less than 30%	of the board	is diverse.		

Mgmt Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. Against

Against

For



Charles River Laboratories International, Inc.

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
Elect Director Stephen D. Chubb	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse	2,	
Elect Director Deborah T. Kochevar	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse	2.	
Elect Director Martin W. Mackay	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse	2.	
Elect Director Jean-Paul Mangeolle	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse	2.	
Elect Director George E. Massaro	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse	2.	
Elect Director George M. Milne, Jr.	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse	2.	
Elect Director C. Richard Reese	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse	2.	
Elect Director Richard F. Wallman	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at le	east one mino	rity director.	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 vreasonably aligned at this time.	ote FOR this	proposal is v	varranted as p	ay and performance are	•	
Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-aud	it work.		
			Instructor		er Date	
	Elect Director Stephen D. Chubb Voting Policy Rationale: The board does not include at let elect Director Deborah T. Kochevar Voting Policy Rationale: The board does not include at let elect Director Martin W. Mackay Voting Policy Rationale: The board does not include at let elect Director Jean-Paul Mangeolle Voting Policy Rationale: The board does not include at let elect Director George E. Massaro Voting Policy Rationale: The board does not include at let elect Director George M. Milne, Jr. Voting Policy Rationale: The board does not include at let elect Director C. Richard Reese Voting Policy Rationale: The board does not include at let elect Director Richard F. Wallman Voting Policy Rationale: The board does not include at let elect Director Richard F. Wallman Voting Policy Rationale: The board does not include at let elect Director Richard F. Wallman Voting Policy Rationale: The board does not include at let elect Director Richard F. Wallman Voting Policy Rationale: The board does not include at let elect Director Richard F. Wallman Voting Policy Rationale: The board does not include at let elect Director Richard F. Wallman Ratify Policy Rationale: Although a concern is noted, a wareasonably aligned at this time. Ratify PricewaterhouseCoopers LLP as Auditor	Elect Director Stephen D. Chubb Mgmt Voting Policy Rationale: The board does not include at least one minor Elect Director Deborah T. Kochevar Mgmt Voting Policy Rationale: The board does not include at least one minor Elect Director Martin W. Mackay Mgmt Voting Policy Rationale: The board does not include at least one minor Elect Director Jean-Paul Mangeolle Mgmt Voting Policy Rationale: The board does not include at least one minor Elect Director George E. Massaro Mgmt Voting Policy Rationale: The board does not include at least one minor Elect Director George M. Milne, Jr. Mgmt Voting Policy Rationale: The board does not include at least one minor Elect Director C. Richard Reese Mgmt Voting Policy Rationale: The board does not include at least one minor Elect Director Richard F. Wallman Mgmt Voting Policy Rationale: The board does not include at least one minor Elect Director Richard F. Wallman Mgmt Voting Policy Rationale: The board does not include at least one minor Advisory Vote to Ratify Named Executive Mgmt Officers' Compensation Voting Policy Rationale: Although a concern is noted, a vote FOR this preasonably aligned at this time. Ratify PricewaterhouseCoopers LLP as Auditor Mgmt Voting Policy Rationale: Less than 25 percent of total audit fees paid at the policy Rationale: Less than 25 percent of total audit fees paid at the policy Rationale: Less than 25 percent of total audit fees paid at the policy Rationale: Less than 25 percent of total audit fees paid at the policy Rationale: Less than 25 percent of total audit fees paid at the policy Rationale: Less than 25 percent of total audit fees paid at the policy Rationale: Less than 25 percent of total audit fees paid at the policy Rationale: Less than 25 percent of total audit fees paid at the policy Rationale: Less than 25 percent of total audit fees paid at the policy Rationale: Less than 25 percent of total audit fees paid at the policy Rationale: Less than 25 percent of total audit fees paid at the policy Rationale: Less than 25 percen	Elect Director Stephen D. Chubb Mgmt Yes Voting Policy Rationale: The board does not include at least one minority director. Elect Director Deborah T. Kochevar Mgmt Yes Voting Policy Rationale: The board does not include at least one minority director. Elect Director Martin W. Mackay Mgmt Yes Voting Policy Rationale: The board does not include at least one minority director. Elect Director Jean-Paul Mangeolle Mgmt Yes Voting Policy Rationale: The board does not include at least one minority director. Elect Director George E. Massaro Mgmt Yes Voting Policy Rationale: The board does not include at least one minority director. Elect Director George M. Milne, Jr. Mgmt Yes Voting Policy Rationale: The board does not include at least one minority director. Elect Director George M. Milne, Jr. Mgmt Yes Voting Policy Rationale: The board does not include at least one minority director. Elect Director C. Richard Reese Mgmt Yes Voting Policy Rationale: The board does not include at least one minority director. Elect Director Richard F. Wallman Mgmt Yes Voting Policy Rationale: The board does not include at least one minority director. Advisory Vote to Ratify Named Executive Mgmt Yes Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is verasonably aligned at this time. Ratify PricewaterhouseCoopers LLP as Auditor Mgmt Yes Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributal votes.	Elect Director Stephen D. Chubb Mgmt Yes For Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least one minority director.Less than 30% of the policy Rationale: The board does not include at least	Elect Director Stephen D. Chubb Mgmt Yes For For Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse Elect Director Deborah T. Kochevar Mgmt Yes For For Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse Elect Director Martin W. Mackay Mgmt Yes For For Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse Elect Director Jean-Paul Mangeolle Mgmt Yes For For Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse Elect Director Jean-Paul Mangeolle Mgmt Yes For For Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse Elect Director George E. Massaro Mgmt Yes For For Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse Elect Director George M. Milne, Jr. Mgmt Yes For For Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse Elect Director C. Richard Reese Mgmt Yes For For Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse Elect Director Richard F. Wallman Mgmt Yes For For Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse Advisory Vote to Ratify Named Executive Mgmt Yes 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. Ratify PricewaterhouseCoopers LLP as Auditor Mgmt Yes For For	Proposal Text Proposal Mgmt Yes For For Against Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse. Elect Director Deborah T. Kochevar Mgmt Yes For For Against Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse. Elect Director Martin W. Mackay Mgmt Yes For For Against Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse. Elect Director Jean-Paul Mangeolle Mgmt Yes For For Against Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse. Elect Director Jean-Paul Mangeolle Mgmt Yes For For Against Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse. Elect Director George E. Massaro Mgmt Yes For For Against Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse. Elect Director George M. Milne, Jr. Mgmt Yes For For Against Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse. Elect Director C. Richard Reese Mgmt Yes For For Against Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse. Elect Director Richard F. Wallman Mgmt Yes For For Against Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse. Elect Director Richard F. Wallman Mgmt Yes For For For Against Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse. Elect Director Richard F. Wallman Mgmt Yes For For For For For For For Mgmt Yes For

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



JPMorgan Chase & Co.

Meeting Date: 05/21/2019Country: USAPrimary Security ID: 46625H100Meeting ID: 1319668Record Date: 03/22/2019Meeting Type: AnnualTicker: JPM

· · ·

 Primary CUSIP: 46625H100
 Primary ISIN: US46625H1005
 Primary SEDOL: 2190385
 Proxy Level: 3

Shares Voted: 7,830 Votable Shares: 7,830 *Shares on Loan: 0 Shares Instructed: 7,830

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1b	Elect Director James A. Bell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1c	Elect Director Stephen B. Burke	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1d	Elect Director Todd A. Combs	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1e	Elect Director James S. Crown	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1f	Elect Director James Dimon	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1g	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1h	Elect Director Mellody Hobson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a than 2 public companies.	diverse.The no	minee is em	pployed full-tim	e and sits on boards at more		
1i	Elect Director Laban P. Jackson, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1j	Elect Director Michael A. Neal	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1k	Elect Director Lee R. Raymond	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					



JPMorgan Chase & Co.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: There as discretion to determine NEO total prefer an incentive program structure determinations that are more consecutive years and for 2018 of prior year, and performance in the subjective. The CEO's PSU award company's improved financial perpoportunities, this does not carry transparently disclosed performational ward, including that the relative measured annually, rather than the by discretionary pay determination the pay-for-performance misaligual AGAINST this proposal is warrant.	al pay, even when that of a current that on that on the constrains distributed in the constrains distributed \$31 million. Whis those metrics increased, of \$24.5 million alone enformance and long-tender the same pay-for-perficance requirements. More a true long-term measure targets mere a true long-term measurions, and further given warment identified for the	discretion is gui scretion in favi performance. In the busines, other factors was larger tha m share price formance linka, eover, there and the median performant period vesting design	uided by per for of empha in this case, is results me assessed we an the media outperforma- ige as does of re concerns formance, and d. As the CEC concerns ar	formance assessis on objective the CEO's performerics considered or an of total pay ance may proviputperformance around the vesand awards are cound PSUs that cound PSUs that the counterprise cound PSUs that the counterprise counte	essments. Invest e and transpart ormance pay had were consiste only vaguely and of CEO peers. ide context to it e against pre-sa- ting design for earned based of creasing incent t comprise the	tors increasinglent as increased fount as increased fount and with the ad appear While the ancreasing aware at and a such a large and three periods ive pay is drives bulk of his pay,	d s n			
3	Ratify PricewaterhouseCoopers	LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less tha	an 25 percent of total au	ıdit fees paid a	are attributa	ble to non-audi	it work.					
4	Report on Gender Pay Gap		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote F allowing them to measure the pi	, ,	,			om additional ii	nformation				
5	Amend Proxy Access Right		SH	Yes	Against	For		For	For		
5	Amend Proxy Access Right Voting Policy Rationale: A vote F shareholders while maintaining s		ranted as it we	ould enhance			right for	For	For		
5	Voting Policy Rationale: A vote F		ranted as it we	ould enhance			right for	For	For		
	Voting Policy Rationale: A vote F shareholders while maintaining s	safeguards in the nomin	ranted as it wo nation process.	Yes	e the company	's proxy access	right for		-		
	Voting Policy Rationale: A vote F shareholders while maintaining s Provide for Cumulative Voting Voting Policy Rationale: UUA will	safeguards in the nomin	ranted as it wo nation process.	Yes	e the company	's proxy access	right for		-		
6 Ballot D	Voting Policy Rationale: A vote F shareholders while maintaining s Provide for Cumulative Voting Voting Policy Rationale: UUA will	safeguards in the nomin	ranted as it wo nation process.	Yes	e the company	's proxy access	Approver		-	Votable Shares	Shares Voted
6 Ballot I Instituti (IA Name	Voting Policy Rationale: A vote F shareholders while maintaining s Provide for Cumulative Voting Voting Policy Rationale: UUA will Details onal Account Detail	safeguards in the nomin	ranted as it we nation process. SH ing for Cumula	Yes	Against Instructor	's proxy access Against Date	Approver	For	-	Votable Shares	Shares Voted 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



Landstar System, Inc.

Total Ball	ots: 1	Shares Voted: 95 Voting Policy: UUA		Votable S	hares: 95		*Shares on Lo	oan: 0	9	Shares Instructed	95
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1a	Elect Director Homaira Akbar	i	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less to than 2 public companies.	han 30% of the board is	s diverse.The no	ominee is en	mployed full-tim	e and sits on l	boards at more				
1b	Elect Director Diana M. Murp	hy	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less to than 2 public companies.	han 30% of the board is	s diverse.The no	ominee is en	mployed full-tim	e and sits on I	boards at more				
1c	Elect Director Larry J. Thoele		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less to	han 30% of the board is	s diverse.								
2	Ratify KPMG LLP as Auditor		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less to	han 25 percent of total	audit fees paid	are attributa	able to non-aud	lit work.					
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoureasonably aligned at this time	,	a vote FOR this	proposal is	warranted as p	ay and perfori	mance are				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Sta	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 Record Date: 03/22/2019	Country: United Kingdom Meeting Type: Annual		Primary Security ID: Ticker: NLSN	G6518L108	Meeting ID: 1321284
Primary CUSIP: G6518L108	Primary ISIN: GB00BWFY5505		Primary SEDOL: BWFY55	50	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 1,662 Voting Policy: UUA	Votable Shares	: 1,662	*Shares on Loan: 0	Shares Instructed: 1,662

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

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Nielsen Holdings plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1b	Elect Director Guerrino De Luca	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1c	Elect Director Karen M. Hoguet	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1d	Elect Director David Kenny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Harish Manwani	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tine and racial diversity on the board. There is at least 30 pe			more than 2 pu	blic companies.There is gende	er	
1f	Elect Director Robert C. Pozen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1g	Elect Director David Rawlinson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Javier G. Teruel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tine and racial diversity on the board. There is at least 30 pe			more than 2 pu	blic companies.There is gende	er	
1i	Elect Director Lauren Zalaznick	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ting and racial diversity on the board. There is at least 30 pe			more than 2 pu	blic companies.There is gende	er	
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributal	ble to non-audi	it work.		
3	Reappoint Ernst & Young LLP as UK Statutory Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributal	ble to non-audi	it work.		
4	Authorize the Audit Committee to Fix Remuneration of UK Statutory Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is wa concerns have been identified.	rranted becau	se this is a i	routine item an	d no corporate governance		
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
-	·						

Voting Policy Rationale: A vote FOR this proposal is warranted. 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.



Nielsen Holdings plc

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
6	Approve Remuneration Repor	t	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: As the executive pay, the recommend is warranted.				-						
7	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based	on the Equity Plan Scor	recard evaluatio	n (EPSC), a	vote FOR this ,	proposal is wa	rranted.				
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumblin	e 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

Voting

Vote

Votable

Principal Financial Group, Inc.

Meeting Date: 05/21/2019 Record Date: 03/27/2019	Country: USA Meeting Type: Annual	Primary Sect Ticker: PFG	urity ID: 74251V102	Meeting ID: 1321494
Primary CUSIP: 74251V102	Primary ISIN: US74251V1026	Primary SEDO	L: 2803014	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,047	Votable Shares: 1,047	*Shares on Loan: 0	Shares Instructed: 1,047

Total Ballots: 1	Voting Policy: UUA			
Proposal		Votable	Voting	Vote

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Michael T. Dan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director C. Daniel Gelatt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Sandra L. Helton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
1d	Elect Director Blair C. Pickerell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent 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 appear reasonably aligned at this time.

Proposal



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

Principal Financial Group, Inc.

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction		
3	Ratify Ernst & Young LLP as A	uditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	nan 25 percent of total a	audit fees paid a	are attributa	ble to non-aud	lit work.					
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shar	es	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/27/2019	Auto-Approved	04/27/2019	1,0	47	1,047
								Total Shares	1,04	 47	1,047

Voting

Vote

Votable

The Allstate Corporation

Meeting Date: 05/21/2019 Record Date: 03/22/2019	Country: USA Meeting Type: Annual	Primary Securi Ticker: ALL	ity ID: 020002101	Meeting ID: 1320794
Primary CUSIP: 020002101	Primary ISIN: US0200021014	Primary SEDOL:	2019952	Proxy Level: 3
	Shares Voted: 861	Votable Shares: 861	*Shares on Loan: 0	Shares Instructed: 861
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 Kermit R. Crawford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	liversity on the bo	pard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Michael L. Eskew	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	liversity on the bo	ard. There i	s at least 30 pe	ercent diversity.		
1c	Elect Director Margaret M. Keane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	liversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Siddharth N. "Bobby" Mehta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	liversity on the bo	ard. There i	s at least 30 pc	ercent diversity.		
1e	Elect Director Jacques P. Perold	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	liversity on the bo	ard. There i	s at least 30 pe	ercent diversity.		
1f	Elect Director Andrea Redmond	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	liversity on the bo	ard. There i	s at least 30 pc	ercent diversity.		
		Mgmt	Yes	For	For	For	For



The Allstate Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1h	Elect Director Judith A. Sprieser		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is go	ender and racial diver	sity on the bo	ard. There is	is at least 30 pe	ercent diversity	<i>'</i> .				
1i	Elect Director Perry M. Traquina		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is go	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity	:				
1j	Elect Director Thomas J. Wilson		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is go	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity	2				
2	Advisory Vote to Ratify Named Ex Officers' Compensation	kecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOI review.	R this proposal is wan	ranted as pay	and perforn	mance are reas	onably aligned	for the year in				
3	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on a	the Equity Plan Scored	card evaluation	n (EPSC), a	vote FOR this ,	proposal is wai	ranted.				
4	Ratify Deloitte & Touche LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	lit work.					
5	Report on Political Contributions		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOI contributions, including trade asso those contributions would allow sh	ciation memberships a	and payments	, and the co							
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

The Gap, Inc.

1a

Rhumbline Custom S&P Index, 6728029082

Elect Director Amy Bohutinsky

6728029082

Meeting Date: 05/21/2019 Record Date: 03/25/2019	Country: USA Meeting Type: Annual	Primary Secu Ticker: GPS	rity ID: 364760108	Meeting ID: 1321493
Primary CUSIP: 364760108	Primary ISIN: US3647601083	Primary SEDOL	: 2360326	Proxy Level: 3
	Shares Voted: 804	Votable Shares: 804	*Shares on Loan: 0	Shares Instructed: 804
Total Ballots: 1	Voting Policy: UUA			
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS	Voting Rec Policy Rec	Vote Instruction

Auto-Instructed

05/03/2019

Auto-Approved

05/03/2019

Total Shares:

For

For

861

861

Yes

Mgmt

Confirmed

For

For



The Gap, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
1b	Elect Director John J. Fisher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		
1c	Elect Director Robert J. Fisher	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is non-independent the board. There is at least 30 percent diversity.	nt and sits on a	a key commi	ittee.There is g	ender and racial diversity on		
1d	Elect Director William S. Fisher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
1e	Elect Director Tracy Gardner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		
1f	Elect Director Isabella D. Goren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		
1g	Elect Director Bob L. Martin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
1h	Elect Director Jorge P. Montoya	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
1i	Elect Director Chris O'Neill	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
1j	Elect Director Arthur Peck	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
1k	Elect Director Lexi Reese	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
11	Elect Director Mayo A. Shattuck, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity.		
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributal	ble to non-aud	t work.		



The Gap, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
3	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote AC incentive, the committee authorizincentive opportunity. The retentive stablish a link between equity veequity is predicated on annually stuplicative payouts for the same a year in review.	ed a sizable time-based on grant of \$10 million esting and long-term gro et earnings growth goal	RSU retention Will vest exclosion Moreov Is, identical to	on grant, who usively upor ver, notwiths o those set o	nich substantiali n the passage of standing the on under the short	y offset the fo f time, which o e-time grant, p -term plan, wl	regone annual does not performance hich may result i				
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: Based on Scorecard (EPSC), a vote AGAINS Three-year average burn rate is e	T this proposal is warra	nted due to t	the following	g key factor(s):	- Plan cost is e					
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/09/2019	Auto-Approved	05/09/2019		804	804

Total Shares:

Meeting ID: 1322786

The Hershey Company

Country: USA

Meeting Type: Annual

Meeting Date: 05/21/2019

Record Date: 03/22/2019

Primary C	CUSIP: 427866108	Primary ISIN: US42786	61081		Primary	SEDOL: 2422806			Proxy Level: 3
Total Ball	ots: 1	Shares Voted: 536 Voting Policy: UUA		Votable Sh	nares: 536		*Shares on Loa	n: 0	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	1	Mgmt	Yes	For	For		Withhold	Withhold
	Voting Policy Rationale: The boar	rd does not include at le	east one mino	rity director.					
1.2	Elect Director James W. Brown		Mgmt	Yes	For	For		Withhold	Withhold
	Voting Policy Rationale: The boar	rd does not include at le	east one mino	rity director.					
1.3	Elect Director Michele G. Buck		Mgmt	Yes	For	For		Withhold	Withhold
	Voting Policy Rationale: The boar	rd does not include at le	east one mino	rity director.					
1.4	Elect Director Charles A. Davis		Mgmt	Yes	For	For		Withhold	Withhold
	Voting Policy Rationale: The boa on boards at more than 2 public		east one mino	rity director.	The nominee i	s employed full-	time and sits		

Ticker: HSY

Primary Security ID: 427866108

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



The Hershey Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.5	Elect Director Mary Kay Haben	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1.6	Elect Director James C. Katzman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1.7	Elect Director M. Diane Koken	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1.8	Elect Director Robert M. Malcolm	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1.9	Elect Director Anthony J. Palmer	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1.10	Elect Director Juan R. Perez	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1.11	Elect Director Wendy L. Schoppert	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1.12	Elect Director David L. Shedlarz	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warran non-audit purposes.	ted because or	aly 8.50 perc	ent of the fees	paid to the auditor are 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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/01/2019	Auto-Approved	05/01/2019	536	536
						Total Shares:	536	536



Xerox Corporation

Meeting Date: 05/21/2019 Record Date: 03/25/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: XRX	urity ID: 984121608	Meeting ID: 1327776
Primary CUSIP: 984121608	Primary ISIN: US9841216081	Primary SEDO	L: BYWTW73	Proxy Level: 5
	Shares Voted: 449	Votable Shares: 449	*Shares on Loan: 0	Shares Instructed: 449
Total Ballots: 1	Voting Policy: UUA			

Total Bal	ots: 1 Voting Policy: UUA						
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1	Approve Reorganization	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is v company structure will have a negative impact on the granting preferred shareholders voting rights, which shareholders, shareholders' rights and ownership per	e company's ope will be inferior ai	rations or ex nd result in i	xisting agreem	ents. Moreover, other that	n	
2.1	Elect Director Keith Cozza	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board than 2 public companies.	is diverse.The no	ominee is en	nployed full-tin	ne and sits on boards at n	nore	
2.2	Elect Director Jonathan Christodoro	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board than 2 public companies.	is diverse.The no	ominee is en	nployed full-tin	ne and sits on boards at n	nore	
2.3	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
2.4	Elect Director Nicholas Graziano	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board than 2 public companies.	is diverse.The no	ominee is en	nployed full-tin	ne and sits on boards at n	nore	
2.5	Elect Director Cheryl Gordon Krongard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
2.6	Elect Director Scott Letier	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
2.7	Elect Director Giovanni "John" Visentin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	·						



Xerox Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
4	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote A responsiveness to investors folloregarding the significant use of a below-target were adjusted to to time-based equity just one year vested after less than a year.	wing last year's low say discretion under both say grget for the CEO, with	y-on-pay vote ! hort- and long limited rationa	result. Addit term plans. de. Furthern	ionally, pay pro Short-term inc nore, FY18-20 d	ogram concerns centives initially cycle awards w	s arose in FY18 earned ere converted t	o			
5	Adopt Majority Voting Standard Corporate Actions	for Certain	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F shareholder rights.	OR this proposal is wai	rranted given t	hat the redu	uction in voting	requirements	would improve				
6	Adjourn Meeting		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote A warrant shareholder support.	GAINST this proposal i	is warranted gi	ven that Ite	m 4, the say-o	n-pay proposal,	does not				
7	Reduce Supermajority Vote Red	quirement	SH	Yes	None	For		For	For		
	Voting Policy Rationale: A vote F shareholder rights.	OR this proposal is wai	rranted given t	hat the redu	ıction in voting	requirements	would enhance				
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 Record Date: 03/28/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: AMZN	023135106	Meeting ID: 1322611
Primary CUSIP: 023135106	Primary ISIN: US0231351067		Primary SEDOL: 200001	9	Proxy Level: 3
Total Ballots: 2	Shares Voted: 854 Voting Policy: UUA	Votable Shares	: 854	*Shares on Loan: 0	Shares Instructed: 854

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Jeffrey P. Bezos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	ercent diversity.		
1b	Elect Director Rosalind G. Brewer	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1c	Elect Director Jamie S. Gorelick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Daniel P. Huttenlocher	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Judith A. McGrath	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Indra K. Nooyi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1g	Elect Director Jonathan J. Rubinstein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Thomas O. Ryder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1i	Elect Director Patricia Q. Stonesifer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Wendell P. Weeks	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 pu	ıblic companies.There is gende	er	
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-aud	it work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Executives' periodic equity awar which is inconsistent with prevailing market practices. In and the magnitude of FY18 awards appears reasonable discloses its rationale for granting periodic, long-term versupports the companyâ??s objective of encouraging innof detailed disclosure of the specific performance accompanyitude of the awards. As a result, it is difficult to Accordingly, shareholders should expect significantly important considered and other relevant considerations for warranted, with caution, and shareholders are advised to	owever, the p in the context esting RSUs, ra ovation.Noneti plishments co o assess their of proved disclos each NEO in the	rogram has a of that stroid ather than pole heless, there insidered by the future in this returned the future. Considered the future. Con	seemingly driving performance erformance-color are significanthe board whee and their payegard going foom balance, a v	en sustained outperformance ee. Further, the committee nditioned equity, in that it t concerns regarding the lack en making its determination for v-for-performance linkage. rward, including performance vote FOR this proposal is	-	
	Report on Management of Food Waste	SH	Yes	Against		For	

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.



Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
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 weeting from 30 percent to 20 percent would enhan	•	-	ownership thr	eshold required to call a specia	/	
6	Prohibit Sales of Facial Recognition Technology to Government Agencies	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is v careful monitoring of Amazon's development of polic facial recognition technology poses to civil and huma communication regarding the company's policies and related to Amazon s facial recognition development a	ies and its use of n rights Adoptio l oversight mecha	evidence to on of the pro anisms, and	determine the posal would re	e actual or potential threat that esult in more robust		
7	Report on Impact of Government Use of Facial Recognition Technologies	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is was to assess human rights impacts in its operations human rights related risks, specifically around new to	s would allow sha	reholders to	better gauge			
8	Report on Products Promoting Hate Speech	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is v listing and content policies could help provide shareh and mitigating content-related controversies.	•	•	-	•	t	
9	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is v board.	varranted given t	he importan	ce of having a	n independent chairman of the	,	
10	Report on Sexual Harassment	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is policies could help shareholders better assess the co				company's sexual harassment		
11	Report on Climate Change	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is disclosing its carbon footprint, in not setting science- disclosing information concerning how it is assessing	based, time-boui	nd targets fo	r reducing GH	G emissions and in not		
12	Disclose a Board of Directors' Qualification Matrix	SH	Yes	Against	Against	Against	Against
					A		
	Voting Policy Rationale: A vote AGAINST this resolution regarding the experience and qualifications of direction nomination or selection process because political idea.	or nominees; and	- The praction	ce is not an ap	propriate topic of inquiry in the	•	

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.



Meeting ID: 1321922

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 Instructi				
14	Assess Feasibility of Including Sustainability SH Yes Against For For For as a Performance Measure for Senior Executive Compensation										
	Voting Policy Rationale: A vote FOR this proposal is war company's general approach to addressing consideration compensation schemes. Establishing sustainability metri- effective way to further incentivize executives to ensure	ns on sustaina ics as part of s	bility as they enior execut	relate to the drives' compensa	company's incentive						
15	Provide Vote Counting to Exclude Abstentions	SH	Yes	Against	Against	Against	Against				
	Voting Policy Rationale: A vote AGAINST this item is wa for management and shareholder proposals, both of wh		,	ny has adopted	a consistent vote threshold						

Ballot Details

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

Primary Security ID: 04963C209

Ticker: ATRC

AtriCure, Inc.

Meeting Date: 05/22/2019

Record Date: 03/25/2019

Country: USA

Meeting Type: Annual

Primary (USIP: 04963C209	Primary ISIN: US04963	3C2098		Primary	SEDOL: B0C8KV2		Proxy Level: 3
		Shares Voted: 3,948		Votable Sh	ares: 3,948	*Shares on L	oan: 0	Shares Instructed: 3,948
Total Ball	ots: 1	Voting Policy: UUA						
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
	Voting Policy Rationale: The board	d does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1b	Elect Director Mark A. Collar		Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board	d does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1c	Elect Director Scott W. Drake		Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board nominee is employed full-time and			•		o of the board is diverse. The		
	Elect Director Regina E. Groves		Mgmt	Yes	For	For	Against	Against



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
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse.		
1f	Elect Director Mark R. Lanning	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse.		
1g	Elect Director Sven A. Wehrwein	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at k nominee is employed full-time and sits on boards at mo		•		of the board is diverse.The		
1h	Elect Director Robert S. White	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one mino	rity 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 au	ıdit fees paid a	are attributa	ble to non-aud	it work.		
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Scored	card evaluation	n (EPSC), a	vote FOR this p	proposal is warranted.		
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn performance-based awards into the long-term program will be majority performance-based. While disclosure of program is primarily based on financial objectives and p	that are based strategic goal	d on multi-ye s and accon	ear goals. In ac aplishments is i	ddition, the 2019 LTI program limited, the annual incentive		
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year

Henry Schein, Inc.

WCM Investment Management, 6728029085

(IA Name, IA Number)

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

Auto-Instructed

05/06/2019

Auto-Approved

Approved

05/06/2019

Total Shares:

Votable Shares

3,948

3,948

Shares Voted

3,948

3,948

Ballot Status

Confirmed

Account Number

6728029085



Henry Schein, Inc.

	Shares Voted: 207	Votable Shares: 207	*Shares on Loan: 0	Shares Instructed: 207
Total Ballots: 1	Voting Policy: IIIIA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Barry J. Alperin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Gerald A. Benjamin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Stanley M. Bergman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director James P. Breslawski	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Paul Brons	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Shira Goodman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-t and racial diversity on the board. There is at least 30 pc			more than 2 pt	ublic companies.There is gend	ler	
1g	Elect Director Joseph L. Herring	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Kurt P. Kuehn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Philip A. Laskawy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Anne H. Margulies	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director Mark E. Mlotek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
11	Elect Director Steven Paladino	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-t and racial diversity on the board. There is at least 30 pc			more than 2 pt	ublic companies.There is gend	ler	
1m	Elect Director Carol Raphael	Mgmt	Yes	For	For	For	For



Henry Schein, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1n	Elect Director E. Dianne Reko	DW .	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'</i> .				
10	Elect Director Bradley T. Shea	ares	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: The no diversity on the board. There is			board and c	committee meet	ings.There is g	nender and racia	al			
2	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: After a warranted, as pay is reasonable	, ,	,	, ,	and practices, a	vote FOR this	proposal is				
3	Ratify BDO USA, LLP as Audit	tor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less to	han 25 percent of total a	audit fees paid a	are attributa	able to non-aud	it work.					
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 Record Date: 03/25/2019		Country: USA Meeting Type: Annual			Primary Ticker:	Security ID:	46284V101	Meeting ID: 1322981		
Primary CUSIP: 46284V101		Primary ISIN: US46284V1017			Primary	SEDOL: BVFTF03		Proxy Level: 3		
		Shares Voted: 585		Votable Sh	ares: 585		*Shares on Loa	an: 0	Shares Instructed: 585	
Total Ballots: 1		Voting Policy: UUA								
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	
4-	Flack Diverton Jameifen Allenton		Mauret	Vos	F	F		Ган	Fa.,	

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
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1b	Elect Director Ted R. Antenucci	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1c	Elect Director Pamela M. Arway	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		



Iron Mountain Incorporated

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1d	Elect Director Clarke H. Bailey		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nomand racial diversity on the board.				more than 2 pu	ıblic companie.	s.There is gende	er			
1e	Elect Director Kent P. Dauten		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1f	Elect Director Paul F. Deninger		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'</i> .				
1g	Elect Director Monte Ford		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nomand racial diversity on the board.				more than 2 pu	ıblic companie.	s.There is gende	er			
1h	Elect Director Per-Kristian Halvo	rsen	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1i	Elect Director William L. Meaney	,	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1j	Elect Director Wendy J. Murdock	<	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There is	is at least 30 pe	ercent diversity	<i>'</i> .				
1k	Elect Director Walter C. Rakowic	h	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
11	Elect Director Alfred J. Verrecchi	a	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There is	is at least 30 pe	ercent diversity	<i>'</i> .				
2	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC review.	OR this proposal is war	rranted as pay	and perforn	nance are reaso	onably aligned	for the year in				
3	Ratify Deloitte & Touche LLP as	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total at	udit fees paid a	are attributa	ble to non-aud	it work.					
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/03/2019	Auto-Approved	05/03/2019		585	585

Total Shares:

585

585



Molson Coors Brewing Company

Meeting Date: 05/22/2019	Country: USA	Primary S	Security ID: 60871R209	Meeting ID: 1319357		
Record Date: 03/28/2019	Meeting Type: Annual	Ticker: TA	NP			
Primary CUSIP: 60871R209	Primary ISIN: US60871R2094	Primary SE	DOL: B067BM3	Proxy Level: 3		
	Shares Voted: 610	Votable Shares: 610	*Shares on Loan: 0	Shares Instructed: 610		
Total Ballots: 1	Voting Policy: UUA					
Proposal		Votable	Voting	Vote		
Number Proposal Text	Proponent	Proposal Mamt Rec	ISS Rec Policy Rec	Instruction		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi			
1.1	Elect Director Roger G. Eaton	Mgmt	Yes	For	For	Withhold	Vithhold Withhold Vithhold Withhold Vithhold Withhold Vithhold Withhold			
	Voting Policy Rationale: The board does not include	le at least one mino	rity director.	Less than 30%	of the board is diverse.					
1.2	Elect Director Charles M. Herington	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.									
1.3	Elect Director H. Sanford Riley	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include	le at least one mino	rity director.	Less than 30%	of the board is diverse.					
2	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	05/03/2019	Auto-Approved	05/03/2019	610	610
						Total Shares:	610	610

ONEOK, Inc.

Meeting Date: 05/22/2019 Record Date: 03/25/2019	•		Primary Security ID: Ticker: OKE	682680103		Meeting ID: 1319291	
Primary CUSIP: 682680103	Primary ISIN: US6826801036		Primary SEDOL: 2130109	e			Proxy Level: 3
	Shares Voted: 1,343	Votable Shares	: 1,343	*Shares on Loa	n: 0		Shares Instructed: 1,343
Total Ballots: 1	Voting Policy: UUA						
Proposal		Votable			Voting	Vote	

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

Voting Policy Rationale: Less than 30% of the board is diverse.



ONEOK, Inc.

Institutional Account Detail

Rhumbline Custom S&P Index, 6728029082

(IA Name, IA Number)

Elect Director Julie H. Edwards /oting Policy Rationale: Less than 30% of the board is a Elect Director John W. Gibson /oting Policy Rationale: Less than 30% of the board is a Elect Director Mark W. Helderman /oting Policy Rationale: Less than 30% of the board is a Elect Director Randall J. Larson /oting Policy Rationale: Less than 30% of the board is a Elect Director Steven J. Malcolm /oting Policy Rationale: Less than 30% of the board is a Elect Director Steven J. Malcolm	Mgmt diverse. Mgmt diverse. Mgmt diverse. Mgmt	Yes Yes Yes Yes	For For For	For For For	Against Against Against	Against Against Against
Elect Director John W. Gibson /oting Policy Rationale: Less than 30% of the board is of Elect Director Mark W. Helderman /oting Policy Rationale: Less than 30% of the board is of Elect Director Randall J. Larson /oting Policy Rationale: Less than 30% of the board is of Elect Director Steven J. Malcolm /oting Policy Rationale: Less than 30% of the board is of	Mgmt diverse. Mgmt diverse. Mgmt diverse. Mgmt	Yes	For	For	Against Against	Against
Coting Policy Rationale: Less than 30% of the board is a select Director Mark W. Helderman Coting Policy Rationale: Less than 30% of the board is a select Director Randall J. Larson Coting Policy Rationale: Less than 30% of the board is a select Director Steven J. Malcolm Coting Policy Rationale: Less than 30% of the board is a select Director Steven J. Malcolm	Mgmt diverse. Mgmt diverse. Mgmt diverse. Mgmt	Yes	For	For	Against Against	Against
Elect Director Mark W. Helderman Noting Policy Rationale: Less than 30% of the board is a Elect Director Randall J. Larson Noting Policy Rationale: Less than 30% of the board is a Elect Director Steven J. Malcolm Noting Policy Rationale: Less than 30% of the board is a	Mgmt diverse. Mgmt diverse. Mgmt	Yes	For	For	Against	
Voting Policy Rationale: Less than 30% of the board is a Elect Director Randall J. Larson Voting Policy Rationale: Less than 30% of the board is a Elect Director Steven J. Malcolm Voting Policy Rationale: Less than 30% of the board is a continuous policy Rationale.	Mgmt diverse. Mgmt Mgmt Mgmt	Yes	For	For	Against	
Elect Director Randall J. Larson /oting Policy Rationale: Less than 30% of the board is a Elect Director Steven J. Malcolm /oting Policy Rationale: Less than 30% of the board is a	Mgmt diverse. Mgmt					Against
Voting Policy Rationale: Less than 30% of the board is a Elect Director Steven J. Malcolm Voting Policy Rationale: Less than 30% of the board is a	diverse. Mgmt					Against
Elect Director Steven J. Malcolm Noting Policy Rationale: Less than 30% of the board is a	Mgmt	Yes	For	For		
oting Policy Rationale: Less than 30% of the board is a		Yes	For	For		
	diverse.				Against	Against
Elect Director Jim W. Mogg						
	Mgmt	Yes	For	For	Against	Against
oting Policy Rationale: Less than 30% of the board is a	diverse.					
Elect Director Pattye L. Moore	Mgmt	Yes	For	For	Against	Against
oting Policy Rationale: Less than 30% of the board is a chard 2 public companies.	diverse.The no	ominee is em	ployed full-tim	ne and sits on boards at	t more	
Elect Director Gary D. Parker	Mgmt	Yes	For	For	Against	Against
oting Policy Rationale: Less than 30% of the board is a	diverse.					
Elect Director Eduardo A. Rodriguez	Mgmt	Yes	For	For	Against	Against
oting Policy Rationale: Less than 30% of the board is a	diverse.					
Elect Director Terry K. Spencer	Mgmt	Yes	For	For	Against	Against
oting Policy Rationale: Less than 30% of the board is a	diverse.					
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
oting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	dit work.		
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Coting Policy Rationale: Less than 30% of the board is a chan 2 public companies. Elect Director Gary D. Parker Coting Policy Rationale: Less than 30% of the board is a county of the board is a	Toting Policy Rationale: Less than 30% of the board is diverse. The notation of the public companies. Elect Director Gary D. Parker Mgmt Toting Policy Rationale: Less than 30% of the board is diverse. Elect Director Eduardo A. Rodriguez Mgmt Toting Policy Rationale: Less than 30% of the board is diverse. Elect Director Terry K. Spencer Mgmt Toting Policy Rationale: Less than 30% of the board is diverse. Ratify PricewaterhouseCoopers LLP as Mgmt Auditors Toting Policy Rationale: Less than 25 percent of total audit fees paid of the policy Rationale: Less than 25 percent of total audit fees paid of the policy Rationale: Less than 25 percent of total audit fees paid of the policy Rationale: Less than 25 percent of total audit fees paid of the policy Rationale: A vote FOR this proposal is warranted. Althoughtficiently performance-based and pay and performance are reasonal	Foliage Policy Rationale: Less than 30% of the board is diverse. The nominee is emphan 2 public companies. Elect Director Gary D. Parker Mgmt Yes Foliage Policy Rationale: Less than 30% of the board is diverse. Elect Director Eduardo A. Rodriguez Mgmt Yes Foliage Policy Rationale: Less than 30% of the board is diverse. Elect Director Terry K. Spencer Mgmt Yes Foliage Policy Rationale: Less than 30% of the board is diverse. Ratify PricewaterhouseCoopers LLP as Mgmt Yes Foliage Policy Rationale: Less than 25 percent of total audit fees paid are attributated and the policy Rationale: Less than 25 percent of total audit fees paid are attributated and the policy Rationale: A vote FOR this proposal is warranted. Although a concentral foliage Policy Rationale: A vote FOR this proposal is warranted. Although a concentral foliage Policy Rationale: A vote FOR this proposal is warranted. Although a concentral foliage Policy Rationale: A vote FOR this proposal is warranted. Although a concentral foliage policy Rationale: A vote FOR this proposal is warranted. Although a concentral foliage policy Rationale: A vote FOR this proposal is warranted. Although a concentral foliage policy Rationale: A vote FOR this proposal is warranted. Although a concentral foliage policy Rationale: A vote FOR this proposal is warranted. Although a concentral foliage policy Rationale: A vote FOR this proposal is warranted.	For Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-tine than 2 public companies. Elect Director Gary D. Parker Mgmt Yes For Policy Rationale: Less than 30% of the board is diverse. Elect Director Eduardo A. Rodriguez Mgmt Yes For Policy Rationale: Less than 30% of the board is diverse. Elect Director Terry K. Spencer Mgmt Yes For Policy Rationale: Less than 30% of the board is diverse. Elect Director Terry K. Spencer Mgmt Yes For Policy Rationale: Less than 30% of the board is diverse. Ratify PricewaterhouseCoopers LLP as Mgmt Yes For Auditors Foring Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-auditoring Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-auditoring Policy Rationale: A vote FOR this proposal is warranted. Although a concern is noted, boutfliciently performance-based and pay and performance are reasonably aligned at this time.	Toting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at than 2 public companies. Elect Director Gary D. Parker Mgmt Yes For For Toting Policy Rationale: Less than 30% of the board is diverse. Elect Director Eduardo A. Rodriguez Mgmt Yes For For Toting Policy Rationale: Less than 30% of the board is diverse. Elect Director Terry K. Spencer Mgmt Yes For For Toting Policy Rationale: Less than 30% of the board is diverse. Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For Auditors Toting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work. Advisory Vote to Ratify Named Executive Mgmt Yes For For Officers' Compensation Toting Policy Rationale: A vote FOR this proposal is warranted. Although a concern is noted, both incentive programs a sufficiently performance-based and pay and performance are reasonably aligned at this time.	For a 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. Elect Director Gary D. Parker Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Eduardo A. Rodriguez Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Terry K. Spencer Mgmt Yes For For Against Voting Policy Rationale: Less than 30% of the board is diverse. Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For For For Auditors Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work. Advisory Vote to Ratify Named Executive Mgmt Yes For For For For Officers' Compensation Voting Policy Rationale: A vote FOR this proposal is warranted. Although a concern is noted, both incentive programs are unfficiently performance-based and pay and performance are reasonably aligned at this time.

Ballot Status

Confirmed

Custodian

6728029082

Account Number

Instructor

Auto-Instructed

Name

Date

Instructed

05/07/2019

Approver

Auto-Approved

Name

Date

Approved

05/07/2019

Total Shares:

Votable Shares

1,343

1,343

Shares Voted

1,343

1,343



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 Votable Shares: 341 Shares Instructed: 341 Shares Voted: 341 *Shares on Loan: 0 Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Alan L. Beller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Janet M. Dolan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Patricia L. Higgins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director William J. Kane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Philip T. "Pete" Ruegger, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Todd C. Schermerhorn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Alan D. Schnitzer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Donald J. Shepard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Laurie J. Thomsen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Pationale: Less than 25 percent of total au	dit fees naid a	ero attributa	hle to non-aud	it work		

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

Proposal

1c

1d



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

The Travelers Companies, Inc.

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote review.	FOR this proposal is wa	arranted as pay	and perform	mance are reaso	onably aligned	for the year in				
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.										
5	Prepare Employment Diversit Including EEOC Data	y Report,	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote shareholders to better assess t										
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/09/2019	Auto-Approved	05/09/2019		341	341
								Total Shares		341	341

Voting

Against

For

Against

For

Vote

Votable

Thermo Fisher Scientific Inc.

Elect Director C. Martin Harris

Elect Director Tyler Jacks

and racial diversity on the board. There is at least 30 percent diversity.

_	Date: 05/22/2019 Date: 03/27/2019	Country: USA Meeting Type: Annu	ıal		Primary Ticker:	/ Security ID: 88355610 TMO	2	Meeting ID: 1321286		
Primary C	USIP: 883556102	Primary ISIN: US8835	561023		Primary	SEDOL: 2886907		Р	roxy Level: 3	
Total Balle	ots: 1	Shares Voted: 439 Voting Policy: UUA		Votable Sh	1ares: 439	*Shares o	on Loan: 0	S	hares Instructed: 439	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio	on	
1a	Elect Director Marc N. Casper		Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1b	Elect Director Nelson J. Chai		Mgmt	Yes	For	For	For	For		

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Mgmt

Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender



Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1e	Elect Director Judy C. Lewent		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diver	rsity on the bo	pard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1f	Elect Director Thomas J. Lynch		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diver	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'</i> .				
1g	Elect Director Jim P. Manzi		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diver	rsity on the bo	oard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1h	Elect Director James C. Mullen		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diver	rsity on the bo	pard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1i	Elect Director Lars R. Sorensen		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diver	rsity on the bo	pard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1j	Elect Director Scott M. Sperling		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominand racial diversity on the board.	, ,			more than 2 pu	ıblic companie.	s.There is gend	ler .			
1k	Elect Director Elaine S. Ullian		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diver	rsity on the bo	oard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
11	Elect Director Dion J. Weisler		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diver	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
2	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although warranted, as pay is reasonably as	_	-	-	nnual LTI progra	am, a vote FOP	R this proposal i	is			
3	Ratify PricewaterhouseCoopers L	LP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total au	ıdit fees paid	are attributa	able to non-aud	it work.					
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/19/2019	Auto-Approved	04/22/2019		439	439

Total Shares:

439

439



United Continental Holdings, Inc.

Meeting Date: 05/22/2019 Record Date: 04/01/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: UAL	urity ID: 910047109	Meeting ID: 1322970
Primary CUSIP: 910047109	Primary ISIN: US9100471096	Primary SEDO)L: B4QG225	Proxy Level: 3
	Shares Voted: 188	Votable Shares: 188	*Shares on Loan: 0	Shares Instructed: 188
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Carolyn Corvi	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.2	Elect Director Jane C. Garvey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.3	Elect Director Barney Harford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.4	Elect Director Michele J. Hooper	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is gen	der	
1.5	Elect Director Walter Isaacson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.6	Elect Director James A. C. Kennedy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.7	Elect Director Oscar Munoz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.8	Elect Director Edward M. Philip	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.9	Elect Director Edward L. Shapiro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.10	Elect Director David J. Vitale	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.11	Elect Director James M. Whitehurst	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For

Proposal



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

United Continental Holdings, Inc.

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction	on	
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	arranted as pay	and perform	mance are reaso	onably aligned	at this time.				
4	Amend Proxy Access Right		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote existing right for shareholders.		arranted, as the	e proposed a	nmendments wo	ould enhance t	he company's				
5	Report on Lobbying Payment	s and Policy	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote practices and policies, such as related risks.Policies: Political	its trade association pay	yments, would		-		-				
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	,	Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/08/2019	Auto-Approved	05/08/2019		188	188
								Total Shares	:	188	188

Voting

Vote

Meeting ID: 1321272

Votable

Apache Corporation

Elect Director Chansoo Joung

Country: USA

Meeting Date: 05/23/2019

Record I	Date: 03/25/2019	Meeting Type: Annu	ual		Ticker:	APA				
Primary C	CUSIP: 037411105	Primary ISIN: US0374	111054		Primary	SEDOL: 204396.	2			Proxy Level: 3
Total Ball	ots: 1	Shares Voted: 380 Voting Policy: UUA		Votable Si	nares: 380		*Shares on Loar	n: 0		Shares Instructed: 380
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruc	tion
1	Elect Director Annell R. Bay		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity				-
2	Elect Director John J. Christma	nn, IV	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	sity on the bo	ard. There is	s at least 30 pe	ercent diversity					
3	Elect Director Juliet S. Ellis		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity	:			

Primary Security ID: 037411105

Mgmt

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Apache Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
5	Elect Director Rene R. Joyce	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There i	s at least 30 pe	ercent diversity.		
6	Elect Director John E. Lowe	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed for and racial diversity on the board. There is at least 30			more than 2 pu	ublic companies.There is gene	der	
7	Elect Director William C. Montgomery	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There i	s at least 30 pe	ercent diversity.		
8	Elect Director Amy H. Nelson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There i	s at least 30 pe	ercent diversity.		
9	Elect Director Daniel W. Rabun	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There i	s at least 30 pe	ercent diversity.		
10	Elect Director Peter A. Ragauss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There i	s at least 30 pe	ercent diversity.		
11	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total	al audit fees paid a	are attributa	ble to non-aud	lit work.		
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. 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.

Ballot Details

Institutional Account Detail (IA Name, 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	05/02/2019	Auto-Approved	05/02/2019	380	380
						Total Shares:	380	380

BlackRock, Inc.

Meeting Date: 05/23/2019 Record Date: 03/25/2019	Country: USA Meeting Type: Annual	Primary Security ID: 09247X101 Ticker: BLK	Meeting ID: 1323586
Primary CUSIP: 09247X101	Primary ISIN: US09247X1019	Primary SEDOL: 2494504	Proxy Level: 3



BlackRock, Inc.

Total Ball	Shares Voted: 76 ots: 2 Voting Policy: UUA		Votable Si	hares: 76		*Shares on Loan: 0	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Bader M. Alsaad	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	pard. There i	is at least 30 p	ercent diversity	<i>'.</i>	
1b	Elect Director Mathis Cabiallavetta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	pard. There i	is at least 30 p	ercent diversity	/ .	
1c	Elect Director Pamela Daley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	pard. There i	is at least 30 p	ercent diversity	<i>'.</i>	
1d	Elect Director William S. Demchak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	pard. There i	is at least 30 p	ercent diversity	<i>'.</i>	
1e	Elect Director Jessica P. Einhorn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	pard. There i	is at least 30 p	ercent diversity	<i>'</i> .	
1f	Elect Director Laurence D. Fink	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	pard. There i	is at least 30 p	ercent diversity	<i>'</i> .	
1g	Elect Director William E. Ford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	pard. There i	is at least 30 p	ercent diversity	<i>'</i> .	
1h	Elect Director Fabrizio Freda	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	pard. There i	is at least 30 p	ercent diversity	<i>'</i> .	
1i	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	pard. There i	is at least 30 p	ercent diversity	<i>'</i> .	
1j	Elect Director Margaret L. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	pard. There i	is at least 30 p	ercent diversity	<i>/</i> .	
1k	Elect Director Robert S. Kapito	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	pard. There i	is at least 30 p	ercent diversity	<i>.</i> .	
11	Elect Director Cheryl D. Mills	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	pard. There i	is at least 30 p	ercent diversity	<i>'</i> .	
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.



BlackRock, Inc.

In Elect Director Charles H. Role Voting Policy Rationale: There 10 Elect Director Ivan G. Seider Voting Policy Rationale: There 1p Elect Director Marco Antonio Voting Policy Rationale: The re and racial diversity on the box 1q Elect Director Susan L. Wage Voting Policy Rationale: There 1r Elect Director Mark Wilson Voting Policy Rationale: There 2 Advisory Vote to Ratify Nam Officers' Compensation Voting Policy Rationale: Conce determine total pay for NEOs, criteria. Many investors prefer determinations that are more there are multiple mitigating in performance factors assessed amid weaker financial and she on clearly disclosed, forward- award vesting would be bene FOR this proposal is warrante pay program's significant relia 3 Ratify Deloitte LLP as Audito	re is gender and racial diversions of the sender and racial diversions. Slim Domit nominee is employed full-tinpard. There is at least 30 pergner are is gender and racial diversions.	Mgmt Mgmt Mgmt ime and sits or recent diversity Mgmt sity on the boo	Yes Ard. There if Yes In boards at It. Yes Ard. There if Yes	For For For For	For ercent diversity. For ublic companies.There is ge	For Against ender For	For Against
10 Elect Director Ivan G. Seider Voting Policy Rationale: There 1p Elect Director Marco Antonio Voting Policy Rationale: The re and racial diversity on the box 1q Elect Director Susan L. Wage Voting Policy Rationale: There 1r Elect Director Mark Wilson Voting Policy Rationale: There 2 Advisory Vote to Ratify Nam Officers' Compensation Voting Policy Rationale: Conce determine total pay for NEOs, criteria. Many investors prefer determinations that are more there are multiple mitigating in performance factors assessed amid weaker financial and sha on clearly disclosed, forward- award vesting would be benef FOR this proposal is warrante pay program's significant relia	enberg re is gender and racial divers io Slim Domit nominee is employed full-tir pard. There is at least 30 per gner re is gender and racial divers	Mgmt Mgmt Mgmt ime and sits or recent diversity Mgmt sity on the boo	Yes Ard. There if Yes In boards at It. Yes Ard. There if Yes	For For For For For For s at least 30 p	For For while companies. There is gethereous diversity.	Against ender	Against
Policy Rationale: There Ip Elect Director Marco Antonio Voting Policy Rationale: The read racial diversity on the box Iq Elect Director Susan L. Wage Voting Policy Rationale: There Ir Elect Director Mark Wilson Voting Policy Rationale: There Advisory Vote to Ratify Namofficers' Compensation Voting Policy Rationale: Concedetermine total pay for NEOs, criteria. Many investors prefer determinations that are more there are multiple mitigating in performance factors assessed amid weaker financial and she on clearly disclosed, forward-award vesting would be benefic on this proposal is warrantee pay program's significant relia. Ratify Deloitte LLP as Audito	re is gender and racial diversition Slim Domit nominee is employed full-tii noard. There is at least 30 per gner re is gender and racial diversities.	Mgmt Mgmt ime and sits or recent diversity Mgmt Mgmt Mgmt	Yes n boards at , Yes ard. There if	For For For s at least 30 p	ercent diversity. For ublic companies. There is ge For ercent diversity.	Against ender	Against
1p Elect Director Marco Antonio Voting Policy Rationale: The reand racial diversity on the box 1q Elect Director Susan L. Wage Voting Policy Rationale: There 1r Elect Director Mark Wilson Voting Policy Rationale: There 2 Advisory Vote to Ratify Name Officers' Compensation Voting Policy Rationale: Concedetermine total pay for NEOS, criteria. Many investors preferedeterminations that are more there are multiple mitigating in performance factors assessed amid weaker financial and she on clearly disclosed, forward-award vesting would be benefor this proposal is warrante pay program's significant relia. 3 Ratify Deloitte LLP as Audito	io Slim Domit nominee is employed full-tir pard. There is at least 30 per gner re is gender and racial divers	Mgmt ime and sits or ercent diversity Mgmt sity on the boo	Yes n boards at v. Yes ard. There i	For more than 2 p For s at least 30 p	For ublic companies. There is ge For ercent diversity.	ender	
Voting Policy Rationale: The rand racial diversity on the box and racial diversity on the box Voting Policy Rationale: There It Elect Director Mark Wilson Voting Policy Rationale: There 2 Advisory Vote to Ratify Nam Officers' Compensation Voting Policy Rationale: Concedermine total pay for NEOs, criteria. Many investors prefer determinations that are more there are multiple mitigating in performance factors assessed amid weaker financial and she on clearly disclosed, forward-award vesting would be benefor this proposal is warrante pay program's significant relia.	nominee is employed full-tii pard. There is at least 30 pe gner re is gender and racial divers	ime and sits or ercent diversity Mgmt rsity on the boo Mgmt	n boards at /. Yes ard. There I	more than 2 p For s at least 30 p	ublic companies.There is ge For ercent diversity.	ender	
and racial diversity on the box Iq Elect Director Susan L. Wagn Voting Policy Rationale: There Ir Elect Director Mark Wilson Voting Policy Rationale: There 2 Advisory Vote to Ratify Nam Officers' Compensation Voting Policy Rationale: Conce determine total pay for NEOs, criteria. Many investors prefer determinations that are more there are multiple mitigating in performance factors assessed amid weaker financial and sha on clearly disclosed, forward- award vesting would be bene. FOR this proposal is warrante pay program's significant relia	oard. There is at least 30 pe gner re is gender and racial divers	Mgmt rsity on the boo	Yes ard. There i	For s at least 30 p	For ercent diversity.		For
1r Elect Director Mark Wilson Voting Policy Rationale: There 2 Advisory Vote to Ratify Namofficers' Compensation Voting Policy Rationale: Concomplete Concomple	re is gender and racial diver	rsity on the boo	ard. There i	s at least 30 p	ercent diversity.	For	For
1r Elect Director Mark Wilson Voting Policy Rationale: There 2 Advisory Vote to Ratify Namofficers' Compensation Voting Policy Rationale: Concedetermine total pay for NEOs, criteria. Many investors prefer determinations that are more there are multiple mitigating in performance factors assessed amid weaker financial and she on clearly disclosed, forward-award vesting would be benefor this proposal is warrantee pay program's significant reliation. 3 Ratify Deloitte LLP as Auditor		Mgmt	Yes	·	,		
2 Advisory Vote to Ratify Namofficers' Compensation Voting Policy Rationale: Concedetermine total pay for NEOs, criteria. Many investors prefer determinations that are more there are multiple mitigating in performance factors assessed amid weaker financial and she on clearly disclosed, forward-award vesting would be benefor this proposal is warrantee pay program's significant reliaisance. Ratify Deloitte LLP as Auditor	re is gender and racial divers			For	For		
2 Advisory Vote to Ratify Nam- Officers' Compensation Voting Policy Rationale: Conce determine total pay for NEOs, criteria. Many investors prefer determinations that are more there are multiple mitigating is performance factors assessed amid weaker financial and she on clearly disclosed, forward- award vesting would be bene- FOR this proposal is warrante pay program's significant relia	re is gender and racial divers	sity on the boo	ard. There i			For	For
Officers' Compensation Voting Policy Rationale: Conce determine total pay for NEOs, criteria. Many investors prefer determinations that are more there are multiple mitigating i performance factors assessed amid weaker financial and she on clearly disclosed, forward- award vesting would be bene. FOR this proposal is warrante pay program's significant relia				s at least 30 p	ercent diversity.		
determine total pay for NEOs, criteria. Many investors prefer determinations that are more there are multiple mitigating is performance factors assessed amid weaker financial and she on clearly disclosed, forward-award vesting would be benefor this proposal is warrante pay program's significant relia? Ratify Deloitte LLP as Audito	ned Executive	Mgmt	Yes	For	For	For	For
·	s, but such discretion is guider incentive program structure aligned with pay-for-perfor factors for the year in revied, and the metrics were conthaire price performance. Also believel, modelial for shareholders. In light of the shareholders are advised.	ded by perform ures that const ormance. While ew. Notably, do nsistent with the o, the entirety ore disclosure aght of these m	nance asses train discret this discre isclosure im he prior yea of the equi around long itigating fac	isments of varion in favor of tion remains as proved with referenced in the CEO's in the case of the minimum incentive case of the sections for the year.	ious financial and qualitative objective and transparent in ongoing structural concernispect to the financial incentive award value decrearies performance criteria beve target-setting and prior coar in review, a cautionary v	e n, ased ased ycle oote	
	ors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Less	than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	dit work.		
4 Report on Lobbying Paymen		SH	Yes	Against	For	For	For
Voting Policy Rationale: A vot expenditures, trade association risks and benefits associated	nts and Policy	vel oversight n	nechanisms	would help sh		e	
5 Adopt Simple Majority Vote	nte FOR this proposal is warr ion payments, and board-lev		Yes	Against	Against	Against	Against

Ballot Details

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



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 **Shares Instructed: 225** Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Vinita Bali	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	is at least 30 p	ercent diversity.		
1b	Elect Director Carol M. Browner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	is at least 30 p	ercent diversity.		
1c	Elect Director Andrew Ferrier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	is at least 30 p	ercent diversity.		
1d	Elect Director Paul Fribourg	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 p	ublic companies.There is ge	nder	
1e	Elect Director J. Erik Fyrwald	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1f	Elect Director Gregory A. Heckman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	is at least 30 p	ercent diversity.		
1g	Elect Director Kathleen Hyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1h	Elect Director John E. McGlade	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1i	Elect Director Henry W. "Jay" Winship	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	is at least 30 p	ercent diversity.		
1j	Elect Director Mark N. Zenuk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	is at least 30 p	ercent diversity.		
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total a	udit fees paid a	are attributa	ble to non-aud	lit work.		



225

225

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	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction		
3 A C Vo pe. Ballot Deta	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC performance are reasonably aligned										
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Vot	table Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/07/2019	Auto-Approved	05/07/2019		225	225

Voting

Total Shares:

Vote

Votable

DowDuPont Inc

_	Date: 05/23/2019	Country: USA			•	Security ID	: 26078J100			Meeting ID: 13338	357
Record [Date: 05/01/2019	Meeting Type: Spe	ecial		Ticker:	DWDP					
Primary C	USIP: 26078J100	Primary ISIN: US260	78J1007		Primary	SEDOL: BYP66N	14		Proxy Level: 2		
		Shares Voted: 172		Votable Sh	nares: 172		*Shares on Lo	oan: 0		Shares Instructed: 1	72
Fotal Ball	ots: 1	Voting Policy: UUA									
Proposal Number	Proposal Text	Proponent		Votable Proposal Mgmt Rec				Voting Policy Rec	Vote Instruction		
1	Approve Reverse Stock Split		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote P liquidity of the common shares, reverse split.		-			•	•	he			
2	Adjourn Meeting		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Given the shareholder support, a vote FOR	•		the fact that	the underlying	g reverse stock	split warrants			_	
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	05/08/2019	Auto-Approved	05/08/2019		172	177



Euronet Worldwide, Inc.

Primary CUSIP: 298736109	Primary ISIN: US2987361092	Primary SEDOL: 2320148	Proxy Level: 3
Record Date: 03/26/2019	Meeting Type: Annual	Ticker: EEFT	
Meeting Date: 05/23/2019	Country: USA	Primary Security ID: 298736109	Meeting ID: 1323667

Shares Voted: 1,089 Votable Shares: 1,089 *Shares on Loan: 0 Shares Instructed: 1,089

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Michael J. Brown	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is no racial diversity on the	e board.Less	than 30% o	f the board is d	liverse.		
1.2	Elect Director Andrew B. Schmitt	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is no racial diversity on the	e board.Less	than 30% o	f the board is d	liverse.		
1.3	Elect Director Jeannine Strandjord	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is no racial diversity on the	e board.Less	than 30% o	f the board is d	liverse.		
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-audi	it work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although some concerns are not reasonably aligned at this time.	ted, a vote FC	OR this propo	osal is warrante	ed as pay and performance are	9	

Ballot Details

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 Record Date: 03/25/2019	Country: USA Meeting Type: Annual	Primary Secu Ticker: FEYE	rity ID: 31816Q101	Meeting ID: 1320803
Primary CUSIP: 31816Q101	Primary ISIN: US31816Q1013	Primary SEDOL:	: BD4R405	Proxy Level: 3
	Shares Voted: 6,802	Votable Shares: 6,802	*Shares on Loan: 0	Shares Instructed: 6,802
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 Ronald E. F. Codd	Mgmt	Yes	For	For	Against	Against



Voting

Vote

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	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instructi	on	
	Voting Policy Rationale: Less than 2 public companies.	nan 30% of the board is	diverse.The no	ominee is en	mployed full-tim	e and sits on l	boards at more				
1b	Elect Director Kevin R. Mandia	a	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less th	nan 30% of the board is	diverse.								
1c	Elect Director Enrique Salem		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 2 public companies.	nan 30% of the board is	diverse.The no	ominee is en	mployed full-tim	e and sits on i	boards at more				
2	Ratify Deloitte & Touche LLP	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	nan 25 percent of total a	audit fees paid	are attributa	able to non-aud	it work.					
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote shareholder concerns as expres reasonably aligned with perform	ssed through relatively	low support for	•							
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Sta	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	estment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	05/11/2019	Auto-Approved	05/11/2019		6,802	6,802
								Total Shares	<u></u>	6,802	6,802

Votable

Flowers Foods, Inc.

Meeting Date: 05/23/2019 Record Date: 03/21/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: FLO	: 343498101	Meeting ID: 1321481
Primary CUSIP: 343498101	Primary ISIN: US3434981011		Primary SEDOL: 274424	3	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 Instruc
1a	Elect Director George E. Deese	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1b	Elect Director Rhonda Gass	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1c	Elect Director Benjamin H. Griswold, IV	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		

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



Flowers Foods, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruc	tion	
1d	Elect Director Margaret G. Lewi	s	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>			_	
1e	Elect Director David V. Singer		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	ć.			_	
1f	Elect Director James T. Spear		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	٠.			-	
1g	Elect Director Melvin T. Stith		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>.</i>				
1h	Elect Director C. Martin Wood,	III	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'</i> .			_	
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F significant concerns were identifi		rranted as pay	and perform	mance are reaso	onably aligned	and no			_	
3	Ratify PricewaterhouseCoopers	LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less tha	n 25 percent of total a	oudit fees paid a	are attributa	able to non-aud	lit work.					
4	Eliminate Supermajority Vote R	equirement	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote F enhances shareholder rights.	OR this proposal is wa	rranted given t	that eliminat	tion of the supe	ermajority vote	requirement				
Ballot D		-									
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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



Green Dot Corporation

	Shares Voted: 2,550	Votable Shares: 2,550	*Shares on Loan: 0	Shares Instructed: 2,550	
Total Ballots: 1	Voting Policy: IIIIA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Kenneth C. Aldrich	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.2	Elect Director J. Chris Brewster	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.3	Elect Director Glinda Bridgforth Hodges	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.4	Elect Director Rajeev V. Date	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.5	Elect Director Saturnino "Nino" Fanlo	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.6	Elect Director William I. Jacobs	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.7	Elect Director George T. Shaheen	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1.8	Elect Director Steven W. Streit	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-aud	it 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 warn significant concerns were identified at this time.	ranted as pay	and perform	nance are reaso	onably aligned and no		
Ballot D	etails						

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



Inphi Corporation

Meeting Date: 05/23/2019 Record Date: 04/10/2019	Country: USA Meeting Type: Annual	Primary Sect Ticker: IPHI	urity ID: 45772F107	Meeting ID: 1330320
Primary CUSIP: 45772F107	Primary ISIN: US45772F1075	Primary SEDO	L: B5TRVW5	Proxy Level: 3
	Shares Voted: 3,363	Votable Shares: 3,363	*Shares on Loan: 0	Shares Instructed: 3,363
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Chenming C. Hu	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed and racial diversity on the board. There is at least .			more than 2 po	ublic companies.There	is gender	
1.2	Elect Director Elissa Murphy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There i	s at least 30 pe	ercent diversity.		
1.3	Elect Director Sam S. Srinivasan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There i	is at least 30 po	ercent 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 FY18 performance-based equity grants are meant prefer to see more rigorous annual incentive target FY18 grant tied to multi-year performance goals. Sprogram outcomes going forward.	to cover the next to ts, improvements w	vo to three ; vere implem	years. In addit ented to the Li	ion, while shareholder. TI plan, with a majorit	y of the	
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	05/08/2019	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



KeyCorp

Shares Voted: 5,230 Votable Shares: 5,230 *Shares on Loan: 0 Shares Instructed: 5,230

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director Bruce D. Broussard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.2	Elect Director Charles P. Cooley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.3	Elect Director Gary M. Crosby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.4	Elect Director Alexander M. Cutler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.5	Elect Director H. James Dallas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ting and racial diversity on the board. There is at least 30 pe			more than 2 pu	ublic companies.There is gende	er	
1.6	Elect Director Elizabeth R. Gile	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.7	Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.8	Elect Director William G. Gisel, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.9	Elect Director Carlton L. Highsmith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.10	Elect Director Richard J. Hipple	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.11	Elect Director Kristen L. Manos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.12	Elect Director Beth E. Mooney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1.13	Elect Director Barbara R. Snyder	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		



KeyCorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.14	Elect Director David K. Wilson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	it 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 wan	ranted, as pay	and perform	mance are reas	onably aligned at this time.		
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Scored	card evaluation	n (EPSC), a	vote FOR this p	oroposal is warranted.		
5	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wan shares of common stock is reasonable and there are no		,				
6	Permit Board to Amend Bylaws Without Shareholder Consent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrants of regulations without the need to obtain shareholder at regulation provisions, though shareholders would retain majority vote. Therefore, approval of this item would fas shareholders' ability to modify board-adopted provisions regulations to adopt a proxy access right in which up to company's outstanding common stock for at least three to the greater of two directors or 20 percent of the company's outstanding common stock for at least three to the greater of two directors or 20 percent of the company's outstanding common stock for at least three to the greater of two directors or 20 percent of the company's outstanding common stock for at least three to the greater of two directors or 20 percent of the company's outstanding the company	oproval. The b authority to a cilitate the boa if they so cho 20 shareholde years may no	oard would of dopt, amend ard's ability to pose. Further ers continuo minate and i	also have the a d, or modify th to make regula rmore, the boa usly holding at	ability to amend other e regulations by a simple tion changes while maintainin rd intends to amend the least 3 percent of the		

Ballot Details

Institutional Account Detail (IA Name, 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	5,230	5,230
						Total Shares:	5,230	5,230

McDonald's Corporation

Meeting Date: 05/23/2019 Record Date: 03/25/2019	Country: USA Meeting Type: Annual	Primary Security ID: 580135101 Ticker: MCD	Meeting ID: 1322879
Primary CUSIP: 580135101	Primary ISIN: US5801351017	Primary SEDOL: 2550707	Proxy Level: 3



Shares Instructed: 945

*Shares on Loan: 0

Against

Against

Against

For

For

Against

Against

Against

For

For

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

McDonald's Corporation

1i

1j

1k

3

Shares Voted: 945

Voting Policy: UUA Total Ballots: 1 Votable Voting Vote Proposal **Proposal Text** Instruction Proposal ISS Rec **Policy Rec** Number Proponent Mgmt Rec 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 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 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. Elect Director Margaret Georgiadis 1d For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Enrique Hernandez, Jr. 1e For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Richard Lenny 1f Mgmt Yes 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 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 Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director John Rogers, Jr.

Votable Shares: 945

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

and racial diversity on the board. There is at least 30 percent diversity.

and racial diversity on the board. There is at least 30 percent diversity.

Elect Director Paul Walsh

Elect Director Miles White

Officers' Compensation

Advisory Vote to Ratify Named Executive

Ratify Ernst & Young LLP as Auditor

Mgmt

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.

Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender

Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender

Yes

Yes

For

Mgmt

Voting Policy Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.

Mgmt

For

For



McDonald's Corporation

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instructi	on	
4	Change Range for Size of the	Board	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: The pr A vote FOR this proposal is wa	, ,	ne and does not	t appear mod	tivated by a de	sire to entrenc	h management.				
5	Provide Right to Act by Writte	en Consent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote shareholder rights.	FOR this proposal is wa	arranted given t	that the abili	e ability to act by written consent would enhance						
Ballot D	etails										
	nal Account Detail , IA Number)	Custodian Account Number	Ballot Stat	tus	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	<u></u>	945	945

Merit Medical Systems, Inc.

Meeting Date: 05/23/2019 Record Date: 03/28/2019	Country: USA Meeting Type: Annual		Primary Security ID Ticker: MMSI	: 589889104	Meeting ID: 1322963
Primary CUSIP: 589889104	Primary ISIN: US5898891040		Primary SEDOL: 258055	5	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,794 Voting Policy: UUA	Votable Shares	: 2,794	*Shares on Loan: 0	Shares Instructed: 2,794

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director F. Ann Millner	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is gender and racial diver-	sity on the boa	ard. There is	at least 30 pe	ercent diversity.		
1.2	Elect Director Thomas J. Gunderson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is an incumbent maggregate fees paid to the company's external auditor. To percent diversity.						
1.3	Elect Director Jill D. Anderson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: There is gender and racial diver	sity on the boa	ard. There is	at least 30 pe	ercent diversity.		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although some concerns are no reasonably aligned at this time.	ted, a vote FO	R this propo	sal is warrante	ed as pay and performance are	•	
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total	audit fees par	id are attribu	ıtable to non-a	nudit work.		



Merit Medical Systems, Inc.

Ballot Details	s
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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 Record Date: 03/25/2019	Country: USA Meeting Type: Annual	Primary Seco Ticker: MS	ırity ID: 617446448	Meeting ID: 1320053
Primary CUSIP: 617446448	Primary ISIN: US6174464486	Primary SEDO	L: 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 Instruct
1a	Elect Director Elizabeth Corley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Alistair M. Darling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 pu	iblic companies.There is gende	er	
1d	Elect Director James P. Gorman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Robert H. Herz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 pu	ıblic companies.There is gende	er	
1f	Elect Director Nobuyuki Hirano	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 pu	ıblic companies.There is gende	er	
1g	Elect Director Jami Miscik	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Dennis M. Nally	Mgmt	Yes	For	For	For	For
	Voting Policy Pationals, There is gonday and regist div	avaita can tha ha	and Thomas	a at lagat 20 ma	waant di carait c		



Morgan Stanley

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1i	Elect Director Takeshi Ogasawara	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1j	Elect Director Hutham S. Olayan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1k	Elect Director Mary L. Schapiro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
11	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1m	Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributal	ble to non-audi	t work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The executive pay program's rel Each NEO's total annual pay is ultimately determined by wide-ranging performance assessments. Many investors emphasizing objective, formula-driven determinations th linkage. While discretionary programs are common amor was mandated, and some financial firms have reduced a feedback. Leaving total pay determinations to the comm have not resulted in a quantitative pay-for-performance utilized mostly consistent financial metrics, and the major their performance targets are clearly disclosed. Therefore shareholders are advised to monitor the company's incerint question should CEO pay and company performance	the committee prefer incenti- prefer incenti- prefer incenti- preference incenti- prity of equity- prity of equity- prity of equity- prity of equity- prity of pay struc- prity of pay struc- prity of pay struc-	e on a discreve programs dily assessed cial institution lements in reliant for the year incentives ca a vote FOR cture, as the	etionary basis, s that constrain I when evaluat ens, the market ecent years in lly cause for co in review. Also arry performan this proposal is heavy reliance	which is guided by a committee discretion by ing pay-for-performance thas shifted since say-on-pay response to shareholder ancern, but these assessments these assessments have ac criteria once granted and s warranted. Nevertheless,		
4	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
Ballot D	Voting Policy Rationale: A vote FOR this resolution is wan shareholders to evaluate the company's engagement in a etails			, -			

Institutional Account Detail (IA Name, 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



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 Shares Instructed: 200

Total Ballots: 1 Voting Policy: UUA

Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director Sherry S. Barrat Mgmt Yes For For For For 1a Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director James L. Camaren 1b Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Kenneth B. Dunn Mgmt Yes For 1c For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1d Elect Director Naren K. Gursahaney Mamt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Kirk S. Hachigian 1e Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1f Elect Director Toni Jennings Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Amy B. Lane Mgmt Yes For For 1g For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director James L. Robo Mgmt Against Yes For Against Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity. 1i Elect Director Rudy E. Schupp For Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director John L. Skolds Mgmt For For 1i Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1k Elect Director William H. Swanson Mamt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 11 Elect Director Hansel E. Tookes, II Mgmt Yes For For For For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



NextEra Energy, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1m	Elect Director Darryl L. Wilson	١	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'.</i>				
2	Ratify Deloitte & Touche LLP	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	nan 25 percent of total a	nudit fees paid a	are attributa	able to non-aud	lit work.				-	
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	orranted, as pay	and perfor	rmance are reas	sonably aligned	d at this time.			-	
4	Report on Political Contribution	ons	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote expenditures and trade associabenefits.	, ,	,			,	, ,				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	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 D	Date: 03/15/2019	Meeting Type: Annu	ual		Ticker:	JWN			
Primary C	USIP: 655664100	Primary ISIN: US6556	641008		Primary	SEDOL: 2641827			Proxy Level: 3
		Shares Voted: 1,270		Votable Sh	nares: 1,270		*Shares on Lo	an: 0	Shares Instructed: 1,270
Total Ballo	ots: 1	Voting Policy: UUA							
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction
15	Floot Director Chellys I. Archar	mhaau	Mamt	Voc	For	For		For	For

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Shellye L. Archambeau	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Stacy Brown-Philpot	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Tanya L. Domier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the ho	ard There is	s at least 30 ne	ercent diversity		

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



Nordstrom, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct		
1d	Elect Director Kirsten A. Green	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.				
1e	Elect Director Glenda G. McNeal	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.				
1f	Elect Director Erik B. Nordstrom	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1g	Elect Director Peter E. Nordstrom	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1h	Elect Director Brad D. Smith	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 pt	ublic companies.There is gend	er			
1i	Elect Director Gordon A. Smith	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1j	Elect Director Bradley D. Tilden	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.				
1k	Elect Director B. Kevin Turner	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Less than 25 percent of total a	udit fees paid a	are attributa	ble to non-aud	lit 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 performance at this time.	vote FOR this	proposal is v	warranted, as p	pay is reasonably aligned with				
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For		

allot Details

Institutional Account Detail (IA Name, 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	1,270	1,270
						Total Shares:	1,270	1,270



Texas Roadhouse, Inc.

Meeting Date: 05/23/2019 Record Date: 03/25/2019	Country: USA Meeting Type: Annual	Primary Secu Ticker: TXRH	rity ID: 882681109	Meeting ID: 1323422
Primary CUSIP: 882681109	Primary ISIN: US8826811098	Primary SEDOL	. : B033TJ7	Proxy Level: 3
	Shares Voted: 2,294	Votable Shares: 2,294	*Shares on Loan: 0	Shares Instructed: 2,294
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Gregory N. Moore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.2	Elect Director W. Kent Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1.3	Elect Director Curtis A. Warfield	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.4	Elect Director Kathleen M. Widmer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.5	Elect Director James R. Zarley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	re attributal	ble to non-aud	it 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 warn performance are reasonably aligned at this time.	ranted as no s	ignificant co	ncerns were ia	lentified and pay and		

Ballot Details

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 Record Date: 03/25/2019	Country: USA Meeting Type: Annual	Primary Security ID: 437076102 Ticker: HD	Meeting ID: 1320804
Primary CUSIP: 437076102	Primary ISIN: US4370761029	Primary SEDOL: 2434209	Proxy Level: 3



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 Instruct
1a	Elect Director Gerard J. Arpey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Ari Bousbib	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Jeffery H. Boyd	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti. and racial diversity on the board. There is at least 30 pe			more than 2 pt	ublic companies.There is gend	ler	
1e	Elect Director J. Frank Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Albert P. Carey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Helena B. Foulkes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Linda R. Gooden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1 i	Elect Director Wayne M. Hewett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Manuel Kadre	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti. and racial diversity on the board. There is at least 30 pe			more than 2 pt	ublic companies.There is gend	ler	
1k	Elect Director Stephanie C. Linnartz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
11	Elect Director Craig A. Menear	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-aud	lit work.		



The Home Depot, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: After a warranted, as pay is reasonabl	, ,		, ,	and practices, a	a vote FOR this	proposal is				
4	Prepare Employment Diversity Report on Diversity Policies	Report and	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote shareholders to better assess t		-			,					
5	Reduce Ownership Threshold Shareholders to Call Special N		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote meetings.	FOR this proposal is w	arranted as it w	ould enhand	ce the existing .	shareholder rig	nht to call specia	/			
6	Report on Prison Labor in the	Supply Chain	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote of prison labor would help shall	, ,		,	,	, ,	addressing use				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Sta	tus	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		524	524
								Total Shares		524	524

The Interpublic Group of Companies, Inc.

Meeting Date: 05/23/2019 Record Date: 03/28/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: IPG	urity ID: 460690100	Meeting ID: 1323675
Primary CUSIP: 460690100	Primary ISIN: US4606901001	Primary SEDO	L: 2466321	Proxy Level: 3
	Shares Voted: 936	Votable Shares: 936	*Shares on Loan: 0	Shares Instructed: 936
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director Jocelyn Carter-Miller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a than 2 public companies.	liverse.The no.	minee is em	ployed full-tim	e and sits on boards at more		
1.2	Elect Director H. John Greeniaus	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.3	Elect Director Mary J. Steele Guilfoile	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the hoard is a	liverse The no	minaa ic am	nloved full-tim	a and sits on hoards at more		

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.

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

Institutional Account Detail

Rhumbline Custom S&P Index, 6728029082

(IA Name, IA Number)



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 Instructio
1.4	Elect Director Dawn Hudson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.5	Elect Director William T. Kerr	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.6	Elect Director Henry S. Miller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.7	Elect Director Jonathan F. Miller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a than 2 public companies.	liverse.The no	minee is em	ployed full-time	e and sits on boards at more		
1.8	Elect Director Patrick Q. Moore	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.9	Elect Director Michael I. Roth	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a than 2 public companies.	liverse.The no	minee is em	ployed full-time	e and sits on boards at more		
1.10	Elect Director David M. Thomas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is of	liverse.					
1.11	Elect Director E. Lee Wyatt, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is of	liverse.					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributal	ble to non-audi	t 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 warn	ranted as pay	and perform	ance are reasc	nably aligned at this time.		
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Scored	card evaluation	n (EPSC), a	vote FOR this p	proposal is warranted.		
5	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is wan board.	ranted given ti	he important	ce of having an	n independent chairman of the	•	
Ballot D							

Ballot Status

Confirmed

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

Custodian

6728029082

Account Number

Instructor

Auto-Instructed

Name

Date

Instructed

05/06/2019

Approver Name

Auto-Approved

Date

Approved

05/06/2019

Total Shares:

Votable Shares

936

Shares Voted

936

936



The Interpublic Group of Companies, Inc.

The Mosaic Company

-	Date: 05/23/2019 Date: 03/22/2019	Country: USA Meeting Type: Anni	ual		Primar Ticker:	y Security ID MOS	: 61945C103			Meeting ID: 1321925
Primary C	USIP: 61945C103	Primary ISIN: US6194	5C1036		Primary	SEDOL: B3NPHF	P6			Proxy Level: 3
Total Ball	ots: 1	Shares Voted: 348 Voting Policy: UUA		Votable Si	hares: 348		*Shares on Lo	an: 0		Shares Instructed: 348
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion
1a	Elect Director Cheryl K. Beebe		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	rsity on the bo	ard. There i	is at least 30 p	ercent diversity	<i>'.</i>			
1b	Elect Director Oscar P. Bernarde	es	Mgmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: The nomand racial diversity on the board.				more than 2 p	ublic companie	s.There is gend	er		-
1c	Elect Director Nancy E. Cooper		Mgmt	Yes	For	For		For	For	_
	Voting Policy Rationale: There is	gender and racial diver	rsity on the bo	ard. There i	is at least 30 p	ercent diversity	<i>/.</i>			_
1d	Elect Director Gregory L. Ebel		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	rsity on the bo	ard. There i	s at least 30 p	ercent diversity	/.			-
1e	Elect Director Timothy S. Gitzel		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	rsity on the bo	ard. There i	is at least 30 p	ercent diversity	<i>'.</i>			
1f	Elect Director Denise C. Johnso	n	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	rsity on the bo	ard. There i	s at least 30 p	ercent diversity	<i>/</i> .			_
1g	Elect Director Emery N. Koenig		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	rsity on the bo	ard. There i	is at least 30 p	ercent diversity	<i>'.</i>			
1h	Elect Director William T. Monah	nan	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	rsity on the bo	ard. There i	is at least 30 p	ercent diversity	<i>'.</i>			-
1i	Elect Director James 'Joc' C. O'R	Rourke	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	rsity on the bo	ard. There i	is at least 30 p	ercent diversity	<i>'.</i>			-
1j	Elect Director Steven M. Seibert	t	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	rsity on the bo	ard. There i	is at least 30 p	ercent diversity	<i>'.</i>			-
1k	Elect Director Luciano Siani Pire	es	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	rsity on the bo	ard. There i	is at least 30 p	ercent diversity	<i>'.</i>			-



The Mosaic Company

Proposal Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Vote Instructi	on	
11	Elect Director Kelvin W. Wes	stbrook	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The i				more than 2 pu	ıblic companie	s.There is gende	er			
2	Ratify KPMG LLP as Auditors	;	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less	than 25 percent of total a	audit fees paid a	are attributa	able to non-aud	it work.					
3	Advisory Vote to Ratify Nam Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vot period under review.	e FOR this proposal is wa	arranted, given	that pay and	d performance	are reasonably	valigned for the	?			
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	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	04/23/2019		348	348
								Total Shares			

Voya Financial, Inc.

Meeting Date: 05/23/2019 Record Date: 03/25/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: VOYA	929089100			Meeting ID: 1322314
Primary CUSIP: 929089100	Primary ISIN: US9290891004		Primary SEDOL: BKWQ2	N2			Proxy Level: 3
	Shares Voted: 565	Votable Shares	s: 565	*Shares on Loan:	0		Shares Instructed: 565
Total Ballots: 1	Voting Policy: UUA						
Proposal		Votable		Vo	oting	Vote	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Curtis Arledge *Withdrawn Resolution*	Mgmt	No				
1b	Elect Director Lynne Biggar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is no racial diversity on the	e board.					
1c	Elect Director Jane P. Chwick	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is no racial diversity on the	e board.					
1d	Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is no racial diversity on the	e board.					
1e	Elect Director J. Barry Griswell	Mgmt	Yes	For	For	Against	Against

Voting Policy Rationale: There is no racial diversity on the board.



Voya Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1f	Elect Director Rodney O. Martin, Jr.	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: There is no racial diversity on the board.									
1g	Elect Director Byron H. Pollitt, Jr.	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: There is no racial diversity on the board.									
1h	Elect Director Joseph V. Tripodi	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: There is no racial diversity on the board.									
1i	Elect Director David Zwiener	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: There is no racial diversity on the board.									
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	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Based on the Equity Plan Score	card evaluation	n (EPSC), a	vote FOR this p	proposal is warranted.					
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
Ballot D	etails									
Institutio	onal Account Detail Custodian			Instructor	Date Approver	Date				

1.1

(IA Name, IA Number)

Rhumbline Custom S&P Index, 6728029082

Elect Director Jack Acosta

Five9, Inc.						
Meeting Date: 05/28/2019	Country: USA	Primary	Security ID: 338307101	Meeting ID: 1324492		
Record Date: 04/01/2019 Meeting Type: Annual			FIVN			
Primary CUSIP: 338307101	Primary ISIN: US3383071012	Primary	SEDOL: BKY7X18	Proxy Level: 3		
	Shares Voted: 2,991		*Shares on Loan: 0	Shares Instructed: 2,991		
Total Ballots: 1 Voting Policy: UUA						
Proposal		Votable	Voting	Vote		
Number Proposal Text	Proponent	Proposal Mgmt Rec	ISS Rec Policy Rec	Instruction		

Name

Auto-Instructed

Instructed

05/08/2019

Withhold

Name

Auto-Approved

Approved

05/08/2019

Withhold

Withhold

Total Shares:

Votable Shares

565

565

Shares Voted

565

565

Yes

Mgmt

Ballot Status

Confirmed

Account Number

6728029082

For



Five9, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
	Voting Policy Rationale: WITHHO, failure to remove, or subject to a governing documents and the cla at least one minority director.Less	sunset requirement, to ssified board, each of	he supermajoi which adverse	ity vote req	uirement to ena	act certain cha	nges to the	,			
1.2	Elect Director Rowan Trollope		Mgmt	Yes	For	Withhold		Withhold	Withhold	i	
	Voting Policy Rationale: WITHHO failure to remove, or subject to a governing documents and the cla at least one minority director.Less	sunset requirement, to ssified board, each of	he supermajor which adverse	ity vote req	uirement to ena	act certain cha	nges to the	,			
1.3	Elect Director David S. Welsh		Mgmt	Yes	For	Withhold		Withhold	Withhold	İ	
2	Voting Policy Rationale: WITHHOM failure to remove, or subject to a governing documents and the cla at least one minority director.Less Advisory Vote to Ratify Named E Officers' Compensation	sunset requirement, to ssified board, each of a than 30% of the boad	he supermajoi which adverse	ity vote req	uirement to ena	act certain cha	nges to the	Against	Against		
	Voting Policy Rationale: A vote AC equity awards that are entirely time		s warranted. N	lewly appoil	nted CEO Trollo	pe received siz	zable sign-on				
3	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrant	ed because le	ss than one	percent of the	fees paid to th	ne auditor are fo	r			
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	estment 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.

Elect Director Leslie A. Brun

1a

Meeting Date: 05/28/2019 Record Date: 03/29/2019	•		rity ID: 58933Y105	Meeting ID: 1320830
Primary CUSIP: 58933Y105	Primary SEDOL:	2778844	Proxy Level: 3	
Total Ballots: 2	Shares Voted: 4,672 Voting Policy: UUA	Votable Shares: 4,672	*Shares on Loan: 0	Shares Instructed: 4,672
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS I	Voting Rec Policy Rec	Vote Instruction

For

Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.

Mgmt

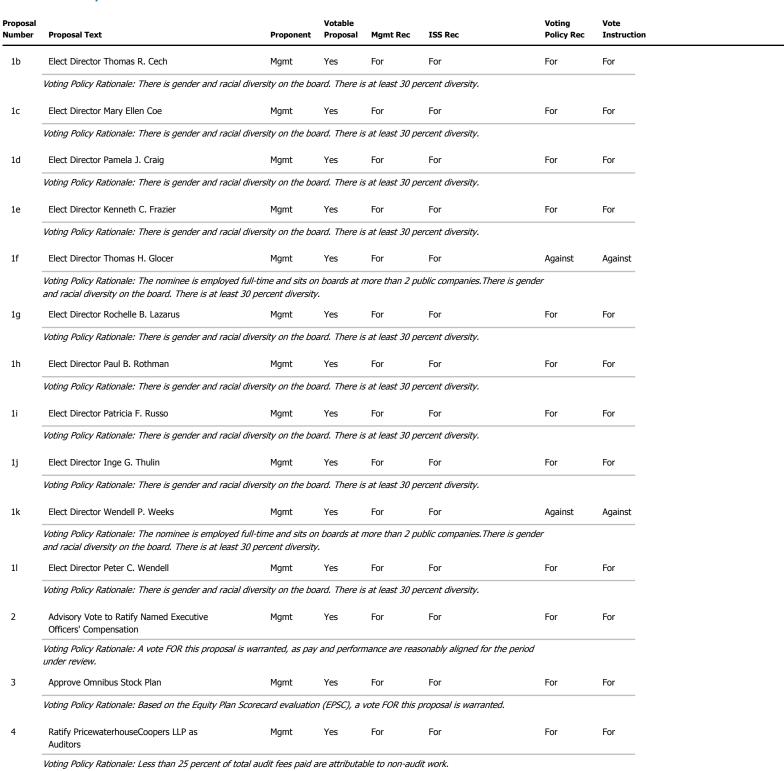
For

Against

Against



Merck & Co., Inc.



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



Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
5	Require Independent Board Chairman	SH	Yes	Against	Against	For	For			
	Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.									
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			
	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.									
7	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	SH	Yes	Against	For	For	For			
	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.									

Ballot Details

Institutional Account Detail (IA Name, 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	05/16/2019	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 Record Date: 03/29/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: NOV	637071101	Meeting ID: 1324499
Primary CUSIP: 637071101	Primary ISIN: US6370711011		Primary SEDOL: 262448	5	Proxy Level: 3
Total Ballots: 1	Shares Voted: 892 Voting Policy: UUA	Votable Shares	: 892	*Shares on Loan: 0	Shares Instructed: 892

Voting Policy Rationale: Less than 30% of the board is diverse.	Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1B Elect Director Greg L. Armstrong Mgmt Yes For For Against Against Against	1A	Elect Director Clay C. Williams	Mgmt	Yes	For	For	Against	Against
		Voting Policy Rationale: Less than 30% of the board is d	iverse.					
Voting Policy Rationale: Less than 30% of the board is diverse.	1B	Elect Director Greg L. Armstrong	Mgmt	Yes	For	For	Against	Against
		Voting Policy Rationale: Less than 30% of the board is d	iverse.					
1C Elect Director Marcela E. Donadio Mgmt Yes For For Against Against	1C	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	Against	Against

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

Rhumbline Custom S&P Index, 6728029082



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 Instruct	ion	
1D	Elect Director Ben A. Guill	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the board is	diverse.								
1E	Elect Director James T. Hackett	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: Less than 30% of the board is than 2 public companies.	diverse.The no	ominee is em	nployed full-tim	e and sits on bo	ards at more				
1F	Elect Director David D. Harrison	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the board is	diverse.								
1G	Elect Director Eric L. Mattson	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the board is	diverse.								
1H	Elect Director Melody B. Meyer	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the board is	diverse.								
1I	Elect Director William R. Thomas	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the board is	diverse.								
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than 25 percent of total at	udit fees paid a	are attributa	ble to non-aud	it work.					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. 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.									
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on the Equity Plan Score	card evaluation	n (EPSC), a	vote FOR this p	proposal is warra	anted.				
Ballot D										
	onal Account Detail Custodian e, IA Number) Account Number	Ballot Stat	us	Instructor Name		Approver Name	Date Approved		Votable Shares	Shares Voted

Confirmed

6728029082

Auto-Instructed

Auto-Approved

05/21/2019

05/21/2019

Total Shares:

892

892

892

892



Rexford Industrial Realty, Inc.

Meeting Date: 05/28/2019 Record Date: 04/04/2019			urity ID: 76169C100	Meeting ID: 1324503
Primary CUSIP: 76169C100	Primary ISIN: US76169C1009	Primary SEDO	L: BC9ZHL9	Proxy Level: 3
	Shares Voted: 4,520	Votable Shares: 4,520	*Shares on Loan: 0	Shares Instructed: 4,520
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1.1	Elect Director Richard S. Ziman	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board is a	diverse.								
1.2	Elect Director Howard Schwimmer	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board is o	diverse.								
1.3	Elect Director Michael S. Frankel	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board is o	diverse.								
1.4	Elect Director Robert L. Antin	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board is a	diverse.								
1.5	Elect Director Steven C. Good	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board is and non-audit fees exceed 25% of the aggregate fees p				mber of the audit committee					
1.6	Elect Director Diana J. Ingram	Mgmt	Yes	For	Against	Against	Against			
	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.									
1.7	Elect Director Tyler H. Rose	Mgmt	Yes	For	Against	Against	Against			
	Voting Policy Rationale: A vote AGAINST Governance Cowarranted for an ongoing material governance failure. The amend the company bylaws.Less than 30% of the board committee and non-audit fees exceed 25% of the aggree	The company's d is diverse.Th	governing o e nominee i	documents resi s an incumben	trict shareholders ability to t member of the audit					
1.8	Elect Director Peter E. Schwab	Mgmt	Yes	For	Against	Against	Against			
	Voting Policy Rationale: A vote AGAINST Governance Cowarranted for an ongoing material governance failure. The amend the company bylaws.Less than 30% of the board committee and non-audit fees exceed 25% of the aggregation.	The company's d is diverse.Th	governing o e nominee i	documents resi s an incumben	trict shareholders ability to t member of the audit					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Greater than 25 percent of total	l audit fees pa	id are attrib	utable to non-a	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.



Rexford Industrial Realty, Inc.

Ballo	t De	tails
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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 Meeting Type: Annual **Record Date:** 04/04/2019 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: 0Shares Instructed: 1,489 Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Lawrence M. Alleva	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Joshua Bekenstein	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-t and racial diversity on the board. There is at least 30 pc			more than 2 pu	ublic companies.There is gend	er	
1c	Elect Director Roger H. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Marguerite Kondracke	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is non-independent the board. There is at least 30 percent diversity.	nt and sits on a	a key comm	ittee.There is g	gender and racial diversity on		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although some concerns are no reasonably aligned at this time.	oted, a vote FC	OR this propo	osal is warrante	ed as pay and performance ar	e	
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total at	udit fees paid a	are attributa	ble to non-aud	lit work.		
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score	card evaluation	n (EPSC), a	vote FOR this p	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	05/13/2019	Auto-Approved	05/13/2019	1,489	1,489



Bright Horizons Family Solutions Inc.

Total Shares:	1,489	1 400
1044.014.00	1,409	1,489

Bristol-Myers Squibb Company

Meeting Date: 05/29/2019	Country: USA	Primary Secu	rity 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
	Shares Voted: 2,123	Votable Shares: 2,123	*Shares on Loan: 0	Shares Instructed: 2,123
Total Ballots: 2	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1A	Elect Director Peter J. Arduini	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1B	Elect Director Robert J. Bertolini	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1C	Elect Director Giovanni Caforio	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1D	Elect Director Matthew W. Emmens	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1E	Elect Director Michael Grobstein	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1F	Elect Director Alan J. Lacy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1G	Elect Director Dinesh C. Paliwal	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a than 2 public companies.	liverse.The no	minee is em	ployed full-tim	e and sits on boards at more		
1H	Elect Director Theodore R. Samuels	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1I	Elect Director Vicki L. Sato	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1J	Elect Director Gerald L. Storch	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					



Votable Shares

1,999

124

2,123

Shares Voted

1,999

124

2,123

Approved

05/09/2019

05/09/2019

Total Shares:

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 Instructio	n		
1K	Elect Director Karen H. Vousden	Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: Less than 30% of to	he 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 protime.	posal is warranted given t	hat pay and	performance a	are reasonably	aligned at this					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: Less than 25 percent	nt of total audit fees paid a	are attributa	ble to non-aud	lit work.						
4	Provide Right to Act by Written Consent	SH	Yes	Against	For		For	For			
	Voting Policy Rationale: A vote FOR this proshareholder rights.	posal is warranted given t	hat the abili	ty to act by wi	itten consent v	vould enhance					
Ballot D	Details										
Institutio	onal Account Detail Custodian	1		Instructor	Date	Approver	Date			<u>.</u>	

Auto-Instructed

Auto-Instructed

Instructed

05/09/2019

05/09/2019

Auto-Approved

Auto-Approved

Chevron Corporation

Rhumbline Custom S&P Index, 6728029082

Socially Responsible Investing, 6728029075

(IA Name, IA Number)

Meeting Date: 05/29/2019 Record Date: 04/01/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: CVX	urity ID: 166764100	Meeting ID: 1324456
Primary CUSIP: 166764100	Primary ISIN: US1667641005	Primary SEDO	L: 2838555	Proxy Level: 3
	Shares Voted: 193	Votable Shares: 193	*Shares on Loan: 0	Shares Instructed: 193
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Wanda M. Austin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director John B. Frank	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 pu	ıblic companies.There is gei	nder	
1c	Elect Director Alice P. Gast	Mgmt	Yes	For	For	For	For

Ballot Status

Confirmed

Confirmed

Account Number

6728029082

6728029075



Chevron Corporation

1d			Proposal	Mgmt Rec	ISS Rec	Policy Rec	Vote Instruc
10	Elect Director Enrique Hernandez, Jr.	Mgmt	Yes	For	For	For	For
10	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
10	Elect Director Charles W. Moorman, IV	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Dambisa F. Moyo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Debra Reed-Klages	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Ronald D. Sugar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full- and racial diversity on the board. There is at least 30 p			more than 2 pt	ublic companies.There is geno	ler	
1i	Elect Director Inge G. Thulin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director D. James Umpleby, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director Michael K. Wirth	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total a	udit fees paid a	are attributa	ble to non-aud	lit 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 wa	rranted, as pay	and perfori	mance are reas	sonably aligned at this time.		
4	Report on Human Right to Water	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is we concerning the company's management of risks related						
5	Report on Plans to Reduce Carbon Footprint Aligned with Paris Agreement Goals	SH	Yes	Against	For	For	For

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.



Voting

Vote

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	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
6	Establish Environmental Issue Committee	e Board	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote Change, as requested, should Given that Chevron has alread the establishment of a climate	serve to further strength v undertaken a number	nen the compar of climate initia	ny's ability to atives, forma	o manage risks alizing the comp	related to sust pany's current	tainability issues. practices througi				
7	Require Independent Board (Chairman	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote board.	FOR this proposal is wa	nrranted given t	the importan	nce of having a	n independent	chairman of the				
8	Reduce Ownership Threshold Shareholders to Call Special N		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote the agenda item restrictions w			-			g and removing				
Ballot [Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Socially R	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	05/16/2019	Auto-Approved	05/16/2019		193	193
								Total Shares		193	193

Votable

Exxon Mobil Corporation

Meeting Date: 05/29/2019 Record Date: 04/03/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: XOM	30231G102	Meeting ID: 1322900
Primary CUSIP: 30231G102	Primary ISIN: US30231G1022		Primary SEDOL: 2326618		Proxy Level: 3
Total Ballots: 1	Shares Voted: 87 Voting Policy: UUA	Votable Shares	: 87	*Shares on Loan: 0	Shares Instructed: 87

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Susan K. Avery	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.2	Elect Director Angela F. Braly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	is at least 30 pe	ercent diversity.		
1.3	Elect Director Ursula M. Burns	Mgmt	Yes	For	Against	Against	Against

Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.



Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.4	Elect Director Kenneth C. Frazier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.5	Elect Director Steven A. Kandarian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.6	Elect Director Douglas R. Oberhelman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.7	Elect Director Samuel J. Palmisano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.8	Elect Director Steven S Reinemund	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.9	Elect Director William C. Weldon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.10	Elect Director Darren W. Woods	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total at	ıdit fees paid a	are attributa	ble to non-aud	lit 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 war the inputs into the incentive determination process, the correspond with varying pay opportunities. Accordingly, compensation committee discretion. The annual incenti- equity awards do not require the achievement of forwar compensation has remained below the level of his predi- year in review. However, in the event a pay-for-perform more disclosure clarifying how performance assessment	proxy still doe it appears tha ve program lac rd-looking pert ecessor and pa nance misalign	es not clearly of award size oks a meanin formance go ony and perfo oment is iden	indicate what remain prima ngful minimum als in order to rmance show i tified in the fu	levels of performance would rily determined by performance requirement, ar be earned. CEO Woods' reasonable alignment for the ture, investors should expect	-	
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is war board.	ranted given t	he importan	ce of having a	n independent chairman of th	e	
5	Amend Bylaws - Call Special Meetings	SH	Yes	Against	For	For	For



Exxon Mobil Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
6	Disclose a Board Diversity and Q Matrix	ualifications	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC transparency and would provide s director nominees; and- A growing matrix.	hareholders with a bet	ter tool to ass	sess the qua	ality of Exxon's	board and to e	valuate its				
7	Establish Environmental/Social Is Committee	ssue Board	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote FC as requested, should serve to furt that Exxon has already undertake establishment of a climate-focuse	ther strengthen the con In a number of initiative	mpany's ability es, formalizing	v to manage g the compa	e risks related t ny's current pr	to sustainability ractices through	issues Given	,			
8	Report on Risks of Petrochemica in Flood Prone Areas	l Operations	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote FC providing them additional informational enable them to better assess the	tion on the public healt	th risks assoc	iated with th		•					
9	Report on Political Contributions		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC memberships in trade association comprehensive political contribution	s and other political org	ganizations w	ould help sh	areholders ass	sess the compar	•				
10	Report on Lobbying Payments a	nd Policy	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related expenditures, trade association payments, and board-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.										
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Socially R	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	05/17/2019	Auto-Approved	05/17/2019		87	87

Illumina, Inc.

Meeting Date: 05/29/2019 Record Date: 04/01/2019	Country: USA Meeting Type: Annual	Primary Security ID: 452327109 Ticker: ILMN	Meeting ID: 1324987
Primary CUSIP: 452327109	Primary ISIN: US4523271090	Primary SEDOL: 2613990	Proxy Level: 3

Total Shares:

87

87



Illumina, Inc.

otal Ballo	ots: 1	Shares Voted: 2,325 Voting Policy: UUA		Votable Si	hares: 2,325		*Shares on Lo	oan: 0	\$	Shares Instructed: 2	,325
Proposal lumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
1A	Elect Director Frances Arnolo	i	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	e is gender and racial dive	ersity on the bo	pard. There i	is at least 30 pe	ercent diversity	/.				
1B	Elect Director Francis A. deS	ouza	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There i	is at least 30 pe	ercent diversity	/.				
1C	Elect Director Susan E. Siege	el	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	e is gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>/.</i>				
2	Ratify Ernst & Young LLP as	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less	than 25 percent of total a	udit fees paid a	are attributa	able to non-aud	lit work.					
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote and performance are reasonal		rranted as the	majority of	pay remains pe	erformance-cor	nditioned and pa	ay			
4	Declassify the Board of Direct	ctors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote demonstrates a commitment of					ity to sharehold	ders and				
5	Report on Political Contributi	ions	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A voti memberships and payments, a assess related risks.		-								
Ballot D	etails										
	nal Account Detail , IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Sands Cap	ital Mgnt, 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



Marathon Oil Corporation

	Shares Voted: 3,680	Votable Shares: 3,680	*Shares on Loan: 0	Shares Instructed: 3,680
Total Ballots: 2	Voting Policy: IIIIA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Gregory H. Boyce	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1b	Elect Director Chadwick C. Deaton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1c	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1d	Elect Director Jason B. Few	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1e	Elect Director Douglas L. Foshee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1f	Elect Director M. Elise Hyland	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1g	Elect Director Lee M. Tillman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1h	Elect Director J. Kent Wells	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	re attributal	ble to non-aud	it 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 warn	ranted, as pay	and perforn	nance are reas	onably aligned at this time.		
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Scored	card evaluation	n (EPSC), a v	vote FOR this p	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	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



Marathon Oil Corporation

Surgery Partners, Inc.

Ballot Details Institutional Account Detail

(IA Name, IA Number)

P: 86881A100 1 roposal Text lect Director John A. Deane ting Policy Rationale: The board an 30% of the board is diverse. lect Director Teresa DeLuca ting Policy Rationale: WITHHOL ten the board's failure to remove tain changes to the governing ard is not majority independent terse. lect Director Wayne S. DeVeydi	LD votes are warrante ve, or subject to a sun documents and the cl t.The board does not i	Proponent Mgmt Dendent. The beautiful for incumber set requirement lassified board,	Yes oard does not Yes nt director in the population of whice	Mgmt Rec For onlinees Wayn up supermajor ich adversely i	Withhold me DeVeydt and Teresa DeLuca ity vote requirement to enact impacts shareholder rights. The	Voting Policy Rec Withhold Withhold	Proxy Level: 3 Shares Instructed: 6,8 Vote Instruction Withhold Withhold
roposal Text lect Director John A. Deane ting Policy Rationale: The board in 30% of the board is diverse. lect Director Teresa DeLuca ting Policy Rationale: WITHHO ien the board's failure to remov tain changes to the governing and is not majority independent erse. lect Director Wayne S. DeVeydi	Voting Policy: UUA d is not majority indep LD votes are warrante ve, or subject to a sundocuments and the cla	Mgmt Mgmt Mgmt of for incumber set requirement lassified board, include at lease	Yes oard does not Yes nt director in the population of whice	Mgmt Rec For tinclude at le For ominees Wayn up supermajor ich adversely i	ISS Rec For east one minority director.Less Withhold the DeVeydt and Teresa DeLuctity vote requirement to enact impacts shareholder rights.The	Voting Policy Rec Withhold Withhold	Vote Instruction Withhold
lect Director John A. Deane ting Policy Rationale: The board in 30% of the board is diverse. lect Director Teresa DeLuca ting Policy Rationale: WITHHOL en the board's failure to remov tain changes to the governing and is not majority independent erse. lect Director Wayne S. DeVeydi	LD votes are warrante ve, or subject to a sun documents and the cl t.The board does not i	Mgmt Mgmt Mgmt of for incumber set requirement lassified board, include at lease	Yes oard does no Yes res nt director in t, the pop-t each of wh	For For ominees Wayn up supermajor ich adversely i	For east one minority director.Less Withhold ne DeVeydt and Teresa DeLucc ity vote requirement to enact impacts shareholder rights.The	Policy Rec Withhold Withhold	Instruction Withhold
ting Policy Rationale: The board in 30% of the board is diverse. Lect Director Teresa DeLuca ting Policy Rationale: WITHHOLE in the board's failure to removatain changes to the governing and is not majority independent erse.	LD votes are warrante ve, or subject to a sun documents and the cl t.The board does not i	pendent. The bo Mgmt od for incumber set requirement lassified board, include at leasi	Yes nt director n nt, the pop-u	ot include at le For ominees Wayi up supermajor ich adversely i	east one minority director.Less Withhold The DeVeydt and Teresa DeLuctive vote requirement to enactimpacts shareholder rights.The	Withhold	
an 30% of the board is diverse. lect Director Teresa DeLuca ting Policy Rationale: WITHHOL ten the board's failure to remove tain changes to the governing ard is not majority independent terse. lect Director Wayne S. DeVeydi	LD votes are warrante ve, or subject to a sun documents and the cl t.The board does not i	Mgmt ed for incumber set requiremen lassified board, include at leasi	Yes nt director n nt, the pop-u each of wh	For ominees Wayi up supermajor ich adversely i	Withhold me DeVeydt and Teresa DeLuca ity vote requirement to enact impacts shareholder rights. The	7	Withhold
ting Policy Rationale: WITHHOLE en the board's failure to remove tain changes to the governing ard is not majority independent erse. lect Director Wayne S. DeVeyd	re, or subject to a sun documents and the cl t.The board does not i	ed for incumber set requiremer lassified board, include at leasi	nt director n nt, the pop-u each of wh	ominees Wayı up supermajor ich adversely i	ne DeVeydt and Teresa DeLucc ity vote requirement to enact impacts shareholder rights.The	7	Withhold
en the board's failure to remov tain changes to the governing ard is not majority independent erse. lect Director Wayne S. DeVeyd	re, or subject to a sun documents and the cl t.The board does not i	set requiremer lassified board, include at least	nt, the pop-u each of wh	ıp supermajor ich adversely i	ity vote requirement to enact impacts shareholder rights.The		
	t	Mamt					
		Mgmc	Yes	For	Withhold	Withhold	Withhold
ablish a majority independent i rranted for incumbent director a sunset requirement, the pop- e classified board, each of whict t include at least one minority of	board and due to the on nominees Wayne Devoup supermajority vote hadversely impacts slatirector.Less than 30%	company's laci /eydt and Tere e requirement i hareholder righ	, k of a forma esa DeLuca g to enact cen hts.The boar	I nominating on the hoard tain changes to the hoard tain changes to the hoard tain the hoard to	d's failure to remove, or subjec to the governing documents an ity independent.The board doc	ct od es	
dvisory Vote to Ratify Named E fficers' Compensation	executive	Mgmt	Yes	For	Against	Against	Against
lure to achieve pre-established compelling given the duplicativ verance and accelerated the ve	threshold performance re payouts for below-t sting of equity awards	re criteria. The threshold perfo s despite a volu	rationale pro prmance. Fui untary retire	ovided by the rther, the com ment. Providir	company is not considered to pany granted an executive cas ng severance benefits upon a		
atify Deloitte & Touche LLP as	Auditors	Mgmt	Yes	For	For	For	For
ting Policy Rationale: Less than	25 percent of total at	udit fees paid a	are attributa	ble to non-aud	dit work.		
mend Omnibus Stock Plan		Mgmt	Yes	For	Against	Against	Against
rra	anted for incumbent director sunset requirement, the populassified board, each of which include at least one minority of the populassified board, each of which include at least one minority of the same than 2 public compisions. You to Ratify Named Excers' Compensation of the policy Rationale: A vote AC are to achieve pre-established or propelling given the duplication and accelerated the ventary termination is not a confify Deloitte & Touche LLP as and Policy Rationale: Less thankend Omnibus Stock Plan of Policy Rationale: Based on the policy Rationale	anted for incumbent director nominees Wayne Det sunset requirement, the pop-up supermajority vote classified board, each of which adversely impacts sunclude at least one minority director. Less than 30% ds at more than 2 public companies. This ory Vote to Ratify Named Executive cores' Compensation The Policy Rationale: A vote AGAINST this proposal is the to achieve pre-established threshold performance of the proposal is warded to the proposal in the proposal in the proposal is warded to the proposal is the proposal is treated to the proposal is warded to the proposal is warded to the proposal is warded to the proposal is treated to the proposal is the proposal is the proposal is treated to the proposal is the	anted for incumbent director nominees Wayne DeVeydt and Tere sunset requirement, the pop-up supermajority vote requirement classified board, each of which adversely impacts shareholder right include at least one minority director. Less than 30% of the board dis at more than 2 public companies. This ory Vote to Ratify Named Executive Mgmt cores' Compensation The properties of the supermander of the supermander of the displayment of the displayment of the supermander of the supermand	anted for incumbent director nominees Wayne DeVeydt and Teresa DeLuca granset requirement, the pop-up supermajority vote requirement to enact certalssified board, each of which adversely impacts shareholder rights. The board include at least one minority director. Less than 30% of the board is diverse. The distance of the board is diverse. The distance of the policy of the board is diverse. The distance of the board is warranted. Annual incentate the distance of the different of the board is warranted. Annual incentate the different of the board of the board is warranted. Annual incentate the different of the	anted for incumbent director nominees Wayne DeVeydt and Teresa DeLuca given the board is unset requirement, the pop-up supermajority vote requirement to enact certain changes to classified board, each of which adversely impacts shareholder rights. The board is not major include at least one minority director. Less than 30% of the board is diverse. The nominee is dis at more than 2 public companies. In sory Vote to Ratify Named Executive Mgmt Yes For corest Compensation In graph Policy Rationale: A vote AGAINST this proposal is warranted. Annual incentives and PSUs are to achieve pre-established threshold performance criteria. The rationale provided by the compelling given the duplicative payouts for below-threshold performance. Further, the companies and accelerated the vesting of equity awards despite a voluntary retirement. Providing interly termination is not a common market practice, as severance is intended as a protection of the provided by the provided by the companies. In pay Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audity Deloitte & Touche LLP as Auditors Mgmt Yes For any Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audity Deloity Rationale: Based on evaluation of the estimated cost, plan features, and grant practice and (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:-disclosure of change-in-control ("CIC") vesting treatment is incomplete or CIC treatment is	anted for incumbent director nominees Wayne DeVeydt and Teresa DeLuca given the board's failure to remove, or subject sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents and assified board, each of which adversely impacts shareholder rights. The board is not majority independent. The board does not use at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits or distant more than 2 public companies. In sory Vote to Ratify Named Executive Mgmt Yes For Against cores' Compensation In graph Policy Rationale: A vote AGAINST this proposal is warranted. Annual incentives and PSUs were deemed earned despite the to achieve pre-established threshold performance criteria. The rationale provided by the company is not considered to suppelling given the duplicative payouts for below-threshold performance. Further, the company granted an executive contempelling given the duplicative payouts for below-threshold performance. Further, the company granted an executive contempelling given the duplicative payouts for below-threshold performance. Further, the company granted an executive contempelling given the duplicative payouts for below-threshold performance. Further, the company granted an executive contempelling given the duplicative payouts for below-threshold performance. Further, the company granted an executive contempelling given the duplicative payouts for below-threshold performance. Further, the company granted an executive contempelling given the duplicative payouts for below-threshold performance. Further, the company granted an executive contempelling given the duplicative payouts for below-threshold performance. Further, the company granted an executive contempelling given the duplicative payouts for below-threshold performance. Further, the company granted an executive contempelling given the duplicative payouts for below-threshold performance. In grant provided by the company is not considered	Against visory Vote to Ratify Named Executive Mgmt Yes For Against Against vicers' Compensation Against visory Vote to Ratify Named Executive Mgmt Yes For Against Against vicers' Compensation Against visory Vote to Ratify Named Executive Mgmt Yes For Against Against visory Vote to Ratify Named Executive Named Executive Named Executive Named Executive Named Executive Named Policy Ratify Named Executive Named Executive Named Policy Ratify Named Executive Named Policy Named Pol

Custodian

Account Number

Date

Instructed

Approver

Date

Votable Shares

Shares Voted

Instructor



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 Record Date: 04/05/2019	Country: USA Meeting Type: Annual	Primary Seco Ticker: EBAY	Irity ID: 278642103	Meeting ID: 1327187
Primary CUSIP: 278642103	Primary ISIN: US2786421030	Primary SEDO	.: 2293819	Proxy Level: 3
Total Ballots: 2	Shares Voted: 1,270 Voting Policy: UUA	Votable Shares: 1,270	*Shares on Loan: 0	Shares Instructed: 1,270

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Fred D. Anderson, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Anthony J. Bates	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Adriane M. Brown	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti. and racial diversity on the board. There is at least 30 pe			more than 2 pu	ublic companies.There is gende	er	
1d	Elect Director Jesse A. Cohn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Diana Farrell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Logan D. Green	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Bonnie S. Hammer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Kathleen C. Mitic	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Matthew J. Murphy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		



eBay Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1j	Elect Director Pierre M. Omidyar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1k	Elect Director Paul S. Pressler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 p	ercent diversity.		
11	Elect Director Robert H. Swan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1m	Elect Director Thomas J. Tierney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1n	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 p	ercent diversity.		
10	Elect Director Devin N. Wenig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 p	ercent 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 w	varranted, as pay	and perform	mance are rea	sonably 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 a	are attributa	ble to non-aud	lit work.		
4	Reduce Ownership Threshold for Shareholder to Call Special Meetings	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is v company's special meeting right for shareholders.	varranted, as the	reduction in	n the ownershi	p threshold will enhance the		
5	Require Independent Board Chairman	SH	Yes	Against	Against	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	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



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 Shares Instructed: 4,544

	Silates voteu: 4,3		votable 5	iiaies: 4,544	"Silates off L	oan: 0	Silales Histiucteu: 4,544
Total Ball	ots: 1 Voting Policy: UU/	4					
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
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There	is at least 30 p	ercent diversity.		
1.2	Elect Director Marc L. Andreessen	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: Lapses in boardroom oversic controversies surrounding Facebook's business mod Facebook's brand and reputation, and placed shared and Risk Oversight Committee member Marc Andrea There is at least 30 percent diversity.	lel and its social m holder value at risi	edia platfor k. According	m, which have aly, WITHHOLD	negatively impacted Ovotes for long-tenured Audit		
1.3	Elect Director Kenneth I. Chenault	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There	is at least 30 p	ercent diversity.		
1.4	Elect Director Susan D. Desmond-Hellmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There	is at least 30 p	ercent diversity.		
1.5	Elect Director Sheryl K. Sandberg	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes from non to the company's lack of a formal nominating commpercent diversity.						
1.6	Elect Director Peter A. Thiel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There	is at least 30 p	ercent diversity.		
1.7	Elect Director Jeffrey D. Zients	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There	is at least 30 p	ercent diversity.		
1.8	Elect Director Mark Zuckerberg	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes from non to the company's lack of a formal nominating comm percent diversity.	•					
	· · · · · · · · · · · · · · · · · · ·						



Facebook, Inc.

inclusive culture.

Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST the proposal attached for FY18, reaching a total of \$20 million. of the NEOs' compensation programs. Neither the shoronly committee discretion was used to determine payorand the company continued its practice of awarding NE	Additionally, m t- nor the long- uts. Furthermol	ultiple proble term progra re, equity av	ematic pay prad ms utilize objed	ctices limited the effectiveness ctive performance metrics, as		
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Three Years	One Year	One Year	One Yea
	Voting Policy Rationale: A vote for the adoption of an A	ANNUAL say-on	-pay frequei	ncy is warrante	d.		
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wa preference for a capital structure in which economic ov		-		on-affiliated shareholders'		
6	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Cambridge Analytica data privacy incident and subsequexposed risk oversight lapses on part of the board. The				•	s	
7	put shareholder value at risk. These problems suggest independent board oversight, in the form of an indepen- Require a Majority Vote for the Election of Directors		ers would be	-	•	For	For
7	independent board oversight, in the form of an independent Board oversight, in the form of an independent Bequire a Majority Vote for the Election of	SH rranted as it wo	ers would be air. Yes	Against	most robust form of		For
7	independent board oversight, in the form of an independent Require a Majority Vote for the Election of Directors Voting Policy Rationale: A vote FOR this proposal is was	SH rranted as it wo	ers would be air. Yes	Against	most robust form of		For Against
	independent board oversight, in the form of an independent Require a Majority Vote for the Election of Directors Voting Policy Rationale: A vote FOR this proposal is was election of directors and further enhance the company Disclose Board Diversity and Qualifications	SH Tranted as it we shall be	ers would be air. Yes ould give she vernance. Yes Tor the follow - The practic	Against Against Against Against Against Fing reasons:- If the is not an app	For Against Facebook provides information propriate topic of inquiry in the	For	
	independent board oversight, in the form of an independent Board oversight, in the form of an independent Require a Majority Vote for the Election of Directors Voting Policy Rationale: A vote FOR this proposal is was election of directors and further enhance the company Disclose Board Diversity and Qualifications Matrix Voting Policy Rationale: A vote AGAINST this resolution regarding the experience and qualifications of directors.	SH Tranted as it we shall be	ers would be air. Yes ould give she vernance. Yes Tor the follow - The practic	Against Against Against Against Against Fing reasons:- If the is not an app	For Against Facebook provides information propriate topic of inquiry in the	For	
8	independent board oversight, in the form of an independent board oversight, in the form of an independent Require a Majority Vote for the Election of Directors Voting Policy Rationale: A vote FOR this proposal is was election of directors and further enhance the company Disclose Board Diversity and Qualifications Matrix Voting Policy Rationale: A vote AGAINST this resolution regarding the experience and qualifications of director nomination or selection process because political ideological deciders.	SH Tranted as it we so	ers would be air. Yes ould give shavernance. Yes for the follow - The practic no role in ti Yes reased disclarations.	Against	For For Against Facebook provides information propriate topic of inquiry in the board responsibilities. Against Against	Against For	Against
8	independent board oversight, in the form of an independent loard oversight, in the form of an independent Require a Majority Vote for the Election of Directors Voting Policy Rationale: A vote FOR this proposal is was election of directors and further enhance the company Disclose Board Diversity and Qualifications Matrix Voting Policy Rationale: A vote AGAINST this resolution regarding the experience and qualifications of director nomination or selection process because political ideology. Report on Content Governance Voting Policy Rationale: A vote FOR this resolution is we of its content policies would allow shareholders to bette	SH Tranted as it we so	ers would be air. Yes ould give shavernance. Yes for the follow - The practic no role in ti Yes reased disclarations.	Against	For For Against Facebook provides information propriate topic of inquiry in the board responsibilities. Against Against	Against For	Against
9	independent board oversight, in the form of an independent point point of an independent point of an independent point p	SH Tranted as it we so	reased disclaration many ses	Against Aud benefit froi	For For Against Facebook provides information propriate topic of inquiry in the board responsibilities. Against Magainst Against Magainst Against For	Against	



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 Mgnt, 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 Record Date: 04/10/2019	Country: USA Meeting Type: Annual	Primary Sect Ticker: LOGM	urity ID: 54142L109	Meeting ID: 1323678
Primary CUSIP: 54142L109	Primary ISIN: US54142L1098	Primary SEDO	L: B600J15	Proxy Level: 3
	Shares Voted: 1,475	Votable Shares: 1,475	*Shares on Loan: 0	Shares Instructed: 1,475
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Steven J. Benson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is no racial diversity on th	e board.Less	than 30% of	the board is a	iverse.		
1.2	Elect Director Robert M. Calderoni	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is no racial diversity on th	e board.Less	than 30% of	the board is a	iverse.		
1.3	Elect Director Michael J. Christenson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is no racial diversity on th	e board.Less	than '30'% c	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 au	dit fees paid a	re attributal	ble to non-audi	t work.		
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.



1,475

1,475

1,475

1,475

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 Instruct	ion	
4	Advisory Vote to Ratify Named E. Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO performance are reasonably aligne										
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Auto-Instructed

05/14/2019

Auto-Approved

05/14/2019

Total Shares:

Royal Caribbean Cruises Ltd.

WCM Investment Management, 6728029085

6728029085

Confirmed

110 / 0.									
Meeting Date: 05/30/2019 Record Date: 04/10/2019		Country: Liberia Meeting Type: Ann		Primary Ticker:	y Security ID	: V7780T103	Meeting ID: 1326768		
Primary CUSIP: V7780T103		Primary ISIN: LR0008		Primary	SEDOL: 275490	07	Proxy Level: N/A		
		Shares Voted: 441		Votable Si	hares: 441		*Shares on Loan: 0	Shares Instructed: 441	
Total Ball	ots: 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		Mamt	Yes	For	For	Against	Against	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director John F. Brock	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. Less tha	n 30 percent o	of the board is diverse.		
1b	Elect Director Richard D. Fain	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. Less tha	n 30 percent o	of the board is diverse.		
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30 percent of the boat	rd is diverse.					
1d	Elect Director William L. Kimsey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent maggregate fees paid to the company's external auditor.Lu						
1e	Elect Director Maritza G. Montiel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent maggregate fees paid to the company's external auditor.Lu						
1f	Elect Director Ann S. Moore	Mgmt	Yes	For	For	Against	Against

Voting Policy Rationale: Less than 30 percent of the board is diverse.



Royal Caribbean Cruises Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1g	Elect Director Eyal M. Ofer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30 percent of the boa	rd is diverse.					
1h	Elect Director Thomas J. Pritzker	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30 percent of the boa	rd is diverse.					
1i	Elect Director William K. Reilly	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30 percent of the boa	rd is diverse.					
1j	Elect Director Vagn O. Sorensen	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent maggregate fees paid to the company's external auditor. Lifull-time and sits on boards at more than 2 public compa	ess than 30 pe					
1k	Elect Director Donald Thompson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30 percent of the boa	rd is diverse.					
11	Elect Director Arne Alexander Wilhelmsen	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30 percent of the boa	rd 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 warn	ranted as CEO	pay is reaso	onably aligned	with performance at this time.		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of total	audit fees pa	id are attribu	ıtable to non-a	nudit work.		
1	Report on Political Contributions Disclosure	SH	Yes	Against	For	For	For
Ballot D	Voting Policy Rationale: A vote FOR this resolution is wa contributions, including trade association memberships a those contributions would allow shareholders to better a vetails	and payments,	and the con				

Institutional Account Detail (IA Name, 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	05/13/2019	Auto-Approved	05/13/2019	441	441
						Total Shares:	441	441



Targa Resources Corp.

Total Ballots: 1 Voting Policy: UUA

Proposal Number Proposal Text Proposal Text Voting Policy: UUA

Votable Votable Voting Vote
Proposal Mgmt Rec ISS Rec Policy Rec Instruction

Number	Proposal Text	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Instruction
1.1	Elect Director Waters S. Davis, IV	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.2	Elect Director Rene R. Joyce	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.3	Elect Director Chris Tong	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 p	ercent diversity.		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	lit 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. 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.

Ballot Details

Institutional Account Detail (IA Name, 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	481	481
						Total Shares:	481	481

Teladoc Health, Inc.

Meeting Date: 05/30/2019 Record Date: 04/05/2019	Country: USA Meeting Type: Annual	Primary Security ID: 87918A105 Ticker: TDOC	Meeting ID: 1327007
Primary CUSIP: 87918A105	Primary ISIN: US87918A1051	Primary SEDOL: BYQRFY1	Proxy Level: 3



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 Instruct
1.1	Elect Director Helen Darling	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.2	Elect Director William H. Frist	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a than 2 public companies.	liverse.The no	minee is em	ployed full-tim	e and sits on boards at more		
1.3	Elect Director Michael Goldstein	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.4	Elect Director Jason Gorevic	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1.5	Elect Director Brian McAndrews	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.6	Elect Director Thomas G. McKinley	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.7	Elect Director Arneek Multani	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.8	Elect Director Kenneth H. Paulus	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.9	Elect Director David Shedlarz	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.10	Elect Director David B. Snow, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.11	Elect Director Mark Douglas Smith	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	diverse.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. 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.



Teladoc Health, Inc.

Proposal Text

Proposal

Number

3	Ratify Ernst & Young LLP as A	Auditors	Mgmt \	Yes For	For		For	For	
	Voting Policy Rationale: Less th	han 25 percent of total a	udit fees paid are	attributable to non-a	ıdit work.				
Ballot D									
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Inve	estment Management, 6728029085	6728029085	Confirmed	Auto-Instructe	05/17/2019	Auto-Approved	05/17/2019	2,014	2,014
							Total Shares:	2.014	2.014

ISS Rec

Votable

Proposal Mgmt Rec

Proponent

Voting

Policy Rec

Vote

Instruction

WESCO International, Inc.

Meeting Date: 05/30/2019 Record Date: 04/05/2019	Country: USA Meeting Type: Annual	Primary So Ticker: WO	ecurity ID: 95082P105	Meeting ID: 1324186	
Primary CUSIP: 95082P105	Primary ISIN: US95082P1057	Primary SEI	DOL: 2416973	Proxy Level: 3	
	Shares Voted: 75	Votable Shares: 75	*Shares on Loan: 0	Shares Instructed: 75	
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 J. Engel	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.2	Elect Director Matthew J. Espe	Mgmt	Yes	For	For	Withhold	Withhold					
	Voting Policy Rationale: The nominee is employ and racial diversity on the board. There is at lea			more than 2 p	ublic companies.There	e is gender						
1.3	Elect Director Bobby J. Griffin	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and ra	cial diversity on the t	oard. There i	is at least 30 p	ercent diversity.							
1.4	Elect Director John K. Morgan	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and ra	cial diversity on the t	ooard. There is	is at least 30 p	ercent diversity.							
	,											
1.5	Elect Director Steven A. Raymund	Mgmt	Yes	For	For	For	For					
1.5	, ,					For	For					
1.5	Elect Director Steven A. Raymund					For	For					
	Elect Director Steven A. Raymund Voting Policy Rationale: There is gender and ra	cial diversity on the b	ooard. There in	s at least 30 p	For							



WESCO International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.8	Elect Director Lynn M. Utter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	ercent diversity.		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although some concerns are not reasonably aligned at this time.	ted, a vote FO	R this propo	osal is warrante	ed as pay and performance are	2	
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total aud	dit fees paid a	re attributa	ble to non-audi	it 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	05/14/2019	Auto-Approved	05/14/2019	75	75
						Total Shares:	75	75

Axon Enterprise, Inc.

Meeting Date: 05/31/2019			ırity ID: 05464C101	Meeting ID: 1325190
Record Date: 04/10/2019	ord Date: 04/10/2019 Meeting Type: Annual			
Primary CUSIP: 05464C101	Primary ISIN: US05464C1018	Primary SEDOL	.: BDT5S35	Proxy Level: 3
	Shares Voted: 3,103	Votable Shares: 3,103	*Shares on Loan: 0	Shares Instructed: 3,103
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Michael Garnreiter	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.2	Elect Director Hadi Partovi	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. While the \$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.



Axon Enterprise, Inc.

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
3	Ratify Grant Thornton LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th										
4	Declassify the Board of Direct	cors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote demonstrates a commitment to										
5	Eliminate Supermajority Vote	Requirement	SH	Yes	None	For		For	For		
	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.										
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	estment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	05/20/2019	Auto-Approved	05/20/2019		3,103	3,103
								Total Share	s: =====	3,103	3,103

Voting

Vote

Votable

LyondellBasell Industries N.V.

-	Date: 05/31/2019 late: 05/03/2019	Country: Netherlands Meeting Type: Annual			Primary Ticker:	Security ID:	N53745100	Meeting ID: 1315544
Primary CUSIP: N53745100		Primary ISIN: NL0009434992			Primary	SEDOL: B3SPXZ3	3	Proxy Level: N/A
		Shares Voted: 345	Votable Shares: 345		*Shares on Loan: 0	Shares Instructed: 345		
Total Ballo	ots: 1	Voting Policy: UUA						
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

Number	Proposal Text	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Instruction						
1a	Elect Director Jacques Aigrain	Mgmt	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 Lincoln Benet	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.												
1c	Elect Director Jagjeet "Jeet" Bindra	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.												
1d	Elect Director Robin Buchanan	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 pc	ercent diversity.								
1e	Elect Director Stephen Cooper	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 pe	ercent diversity.								

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



LyondellBasell Industries N.V.

-							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1f	Elect Director Nance Dicciani	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Claire Farley	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti. and racial diversity on the board. There is at least 30 pe			more than 2 pu	ıblic companies.There is gend	er	
1h	Elect Director Isabella "Bella" Goren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Michael Hanley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Albert Manifold	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director Bhavesh "Bob" Patel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
11	Elect Director Rudy van der Meer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Approve Discharge of Executive Director and Prior Management Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR these proposals are and compelling controversies indicating that the executi directors or prior supervisory board are not fulfilling the	ve director or	prior manag		-	•	
3	Approve Discharge of Non-Executive Directors and Prior Supervisory Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR these proposals are and compelling controversies indicating that the executi directors or prior supervisory board are not fulfilling them.	ve director or	prior manag		-	*	
4	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn	ranted.					
5	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-aud	it work.		
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	it work.		



LyondellBasell Industries N.V.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
7	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote I	FOR this proposal is wa	arranted, as pay	v and perfor	rmance are reas	sonably aligned	d at this time.				
8	Approve Dividends of USD 4.00) Per Share	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Percessive.	FOR the dividend propo	osal is warrante	ed as the pro	oposal appears	adequate with	out being				
9	Authorize Repurchase of Up to Issued Share Capital	10 Percent of	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote I safeguards regarding volume an issued share capital; and- The a price prior to the repurchase.	d pricing;- The author	ization would a	llow the con	npany to repurd	chase up to 10	percent of				
10	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	n an analysis of the pl	an amendment	s, a vote FC	OR this proposal	l is warranted.					
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 Record Date: 04/09/2019	Country: USA Meeting Type: Annual	Primary Secu Ticker: UNH	urity ID: 91324P102	Meeting ID: 1327220
Primary CUSIP: 91324P102	Primary ISIN: US91324P1021	Primary SEDOI	L: 2917766	Proxy Level: 3
	Shares Voted: 251	Votable Shares: 251	*Shares on Loan: 0	Shares Instructed: 251
Total Ballots: 2	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William C. Ballard, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1b	Elect Director Richard T. Burke	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1c	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					

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



UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1d	Elect Director Stephen J. Hemsley	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1e	Elect Director Michele J. Hooper	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is than 2 public companies.	diverse.The no	ominee is em	ployed full-tin	ne and sits on boards at more		
1f	Elect Director F. William McNabb, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1g	Elect Director Valerie C. Montgomery Rice	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1h	Elect Director John H. Noseworthy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1i	Elect Director Glenn M. Renwick	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1j	Elect Director David S. Wichmann	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1k	Elect Director Gail R. Wilensky	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: Although a concern is noted, a performance at this time.	vote FOR this	proposal is v	warranted, as	pay is reasonably aligned with		
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total a	udit fees paid a	are attributa	ble to non-aud	dit work.		
4	Amend Proxy Access Right	SH	Yes	Against	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	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



BioMarin Pharmaceutical Inc.

Primary Security ID: 09061G101 Meeting ID: 1328368 Meeting Date: 06/04/2019 Country: USA

Record Date: 04/08/2019 Ticker: BMRN Meeting Type: Annual

Primary CUSIP: 09061G101 Primary ISIN: US09061G1013 Primary SEDOL: 2437071 Proxy Level: 3

Shares Voted: 3,850 Total Ballots: 1 Voting Policy: UUA

Votable Shares: 3,850 *Shares on Loan: 0 Shares Instructed: 3,850

Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Withhold Withhold Elect Director Jean-Jacques Bienaime Mgmt Yes For For 1.1 Voting Policy Rationale: Less than 30% of the board is diverse. Withhold Elect Director Willard Dere Withhold 1.2 Mgmt Yes For For Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. 1.3 Elect Director Michael Grey Withhold Withhold Mgmt Yes For For 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. Elect Director Elaine J. Heron Withhold Withhold 1.4 Mgmt Yes For For Voting Policy Rationale: Less than 30% of the board is diverse. Withhold Withhold 1.5 Elect Director Robert J. Hombach Mamt Yes For For Voting Policy Rationale: Less than 30% of the board is diverse. Withhold 1.6 Elect Director V. Bryan Lawlis For Withhold Mamt Yes For Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. 1.7 Elect Director Alan J. Lewis Withhold Withhold Mamt Yes For For Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. 1.8 Elect Director Richard A. Meier Yes For For Withhold Withhold Mamt Voting Policy Rationale: Less than 30% of the board is diverse. Withhold Withhold 1.9 Elect Director David E.I. Pyott Mgmt Yes For For 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. Withhold Withhold 1.10 Elect Director Dennis J. Slamon Yes For For Voting Policy Rationale: Less than 30% of the board is diverse. 2 Ratify KPMG LLP as Auditors Mgmt Yes For For For For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.

Proposal



Voting

Vote

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

BioMarin Pharmaceutical Inc.

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
3	Advisory Vote to Ratify Named Officers' Compensation	I Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote committee made improvements drug development goals to prov largely time-based in FY18 with will include a three-year relative sufficiently mitigate pay and pe	to the pay program, w vide more transparency performance based on e TSR measure and PSU	which will be end or as to the spect or an overlapping Us will comprise	nacted in 201 cific achieven ng STI annual	19. Disclosure w ments. The long al revenue goal;	vas enhanced intermination of the contract of	regarding the n continued to b 2019 program	be			
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	on the Equity Plan Scor	recard evaluatio	on (EPSC), a	vote FOR this p	proposal is wai	rranted.				
5	Amend Qualified Employee Sto Plan	ock Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote shares reserved is reasonable; Code	, ,		•	,	,					
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Sands Cap	ital Mgnt, 6728029078	6728029078	Confirmed		Auto-Instructed	05/23/2019	Auto-Approved	05/23/2019		3,850	3,850
								Total Shares		3,850	3,850

Votable

Etsy, Inc.

1b

Meeting Date: 06/04/2019 Record Date: 04/12/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: ETSY	29786A106	Meeting ID: 1326746
Primary CUSIP: 29786A106	Primary ISIN: US29786A1060		Primary SEDOL: BWTN5N	11	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,950 Voting Policy: UUA	Votable Shares:	1,950	*Shares on Loan: 0	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
	Voting Policy Rationale: WITHHOLD votes are warrantee failure to remove, or subject to a sunset requirement, the governing documents and the classified board, each of racial diversity on the board. There is at least 30 percent	ne supermajor which adverse	ity vote requ	irement to ena	act certain changes to the		

Elect Director Margaret M. Smyth Mgmt Yes For Withhold Wi

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.

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



Etsy, Inc.

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction	on	
2	Ratify PricewaterhouseCoope Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	nan 25 percent of total	audit fees paid	are attributa	ble to non-aud	lit work.					
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A caut time. The compensation comm say-on-pay vote result.		•	•	•						
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	estment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	05/22/2019	Auto-Approved	05/22/2019		1,950	1,950
								Total Share	<u></u>	1,950	1,950

Voting

Vote

Meeting ID: 1326692

Votable

General Motors Company

Country: USA

Meeting Type: Annual

Meeting Date: 06/04/2019

Record Date: 04/08/2019

rimary C	USIP: 37045V100	Primary ISIN: US37045	5V1008		Primary	SEDOL: B665KZ5			Prox	y Level: 3
		Shares Voted: 2,104		Votable Sh	ares: 2,104		*Shares on Lo	an: 0	Shar	es Instructed: 2,104
otal Ball	ots: 1	Voting Policy: UUA								
roposal umber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	
1a	Elect Director Mary T. Barra		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
	Elect Director Wesley G. Bush		Manak		F	_				
ID	Elect Director Wesley G. Busin		Mgmt	Yes	For	For		Against	Against	
ID	Voting Policy Rationale: The non and racial diversity on the board.		me and sits or	n boards at i			There is gende		Against ———	
	Voting Policy Rationale: The non		me and sits or	n boards at i			There is gende		Against	
	Voting Policy Rationale: The non and racial diversity on the board.	. There is at least 30 pe	me and sits or ercent diversity	n boards at i	nore than 2 po	<i>ublic companies.</i> For	There is gende	er		
1b 1c 1d	Voting Policy Rationale: The non and racial diversity on the board. Elect Director Linda R. Gooden	. There is at least 30 pe	me and sits or ercent diversity	n boards at i	nore than 2 po	<i>ublic companies.</i> For	There is gende	er		
1c	Voting Policy Rationale: The non and racial diversity on the board. Elect Director Linda R. Gooden Voting Policy Rationale: There is	There is at least 30 pe	me and sits or crent diversity Mgmt sity on the bo	n boards at i i, Yes ard. There is	For For For	ublic companies. For ercent diversity. For	There is gende	For	For	

Primary Security ID: 37045V100

Ticker: GM



General Motors Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct	
1f	Elect Director Judith A. Miscik	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	at least 30 pe	ercent diversity.			
1g	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1h	Elect Director Thomas M. Schoewe	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Theodore M. Solso	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1j	Elect Director Carol M. Stephenson	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1k	Elect Director Devin N. Wenig	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent 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 warn the year in review, particularly given that another tranch granted CEO pay declined as Barra received a smaller at based on pre-set financial criteria, with the target repres year's performance. Long-term incentives were also pred the majority of which target above-median performance	ne of the speci nnual and equ senting the lar dominantly pe	ial Driving St ity incentive gest compol	tockholder Valu in 2018. Annu nent of the pay	ue grant was earned, total val incentives were primarily vout formula set above last			
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributal	ble to non-aud	it work.			
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For	
	Voting Policy Rationale: A vote FOR this proposal is ward board	ranted given t	he important	ce of having ai	n independent chairman of the	•		
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For	
	Voting Policy Rationale: A vote FOR this proposal is warn expenditures, trade association memberships, and mana assess the risks and benefits associated with the compa	gement-level	oversight m	echanisms wol	uld help shareholders better			

Ballot Details

Institutional Account Detail (IA Name, 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	05/22/2019	Auto-Approved	05/22/2019	2,104	2,104
						Total Shares:	2,104	2,104



Nabors Industries Ltd.

Meeting Date: 06/04/2019 Record Date: 04/05/2019	•		Primary Security ID: Ticker: NBR	G6359F103	Meeting ID: 1329588	
Primary CUSIP: G6359F103	Primary ISIN: BMG6359F1032		Primary SEDOL: 2963372	2	Proxy Level: N/A	
Total Ballots: 1	Shares Voted: 3,583 Voting Policy: UUA	Votable Shares:	3,583	*Shares on Loan: 0	Shares Instructed: 3,583	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director Tanya S. Beder	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
1.2	Elect Director Anthony R. Chase	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
1.3	Elect Director James R. Crane	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warran Michael Linn, due to insufficient responsiveness to la	•				nd	
1.4	Elect Director John P. Kotts	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warrar Michael Linn, due to insufficient responsiveness to la	•				nd	
1.5	Elect Director Michael C. Linn	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warran Michael Linn, due to insufficient responsiveness to la nominee is employed full-time and sits on boards at a	st year's failed sa	y-on-pay vo	te.Less than 3			
1.6	Elect Director Anthony G. Petrello	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
1.7	Elect Director John Yearwood	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: 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	l audit fees paid a	are attributa	ble to non-aud	lit work.		
	Advisory Vote to Ratify Named Executive	Mgmt	Yes	For	Against	Against	Against

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 form 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.

Ballot Details

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



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 Record Date: 04/10/2019	•		Primary Security ID: Ticker: NEM	: 651639106	Meeting ID: 1324829
Primary CUSIP: 651639106	Primary ISIN: US6516391066		Primary SEDOL: 263660	7	Proxy Level: 3
	Shares Voted: 3,260	Votable Shares	3,260	*Shares on Loan: 0	Shares Instructed: 3,260
Total Ballots: 2	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director Gregory H. Boyce	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.2	Elect Director Bruce R. Brook	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.3	Elect Director J. Kofi Bucknor	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tine and racial diversity on the board. There is at least 30 per			more than 2 pu	blic companies.There is gende	er	
1.4	Elect Director Joseph A. Carrabba	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1.5	Elect Director Noreen Doyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	ercent diversity.		
1.6	Elect Director Gary J. Goldberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.7	Elect Director Veronica M. Hagen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.8	Elect Director Sheri E. Hickok	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1.9	Elect Director Rene Medori	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		



Newmont Mining Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.10	Elect Director Jane Nelson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1.11	Elect Director Julio M. Quintana	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1.12	Elect Director Molly P. Zhang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent 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 warn	anted, as pay	and perforn	nance are reas	onably 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 au	dit fees paid a	re attributal	ble to non-audi	it 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	05/21/2019	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 Record Date: 04/08/2019	•		Primary Security ID: Ticker: TJX	872540109	Meeting ID: 1330243
Primary CUSIP: 872540109	Primary ISIN: US8725401090	3725401090		1	Proxy Level: 3
	Shares Voted: 739	Votable Shares	: 739	*Shares on Loan: 0	Shares Instructed: 739
Total Ballots: 1	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Zein Abdalla	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1.2	Elect Director Alan M. Bennett	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



The TJX Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1.3	Elect Director Rosemary T. Berkery	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
1.4	Elect Director David T. Ching	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
1.5	Elect Director Ernie Herrman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
1.6	Elect Director Michael F. Hines	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
1.7	Elect Director Amy B. Lane	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
1.8	Elect Director Carol Meyrowitz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
1.9	Elect Director Jackwyn L. Nemerov	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
1.10	Elect Director John F. O'Brien	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
1.11	Elect Director Willow B. Shire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total	audit fees paid a	are attributa	ble to non-aud	lit 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 w time.	arranted given t	hat pay and	performance a	are reasonably aligned at th	is	
4	Report on Gender, Race, or Ethnicity Pay Equity	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR is warranted, as a existing diversity initiatives. Additionally, given that of achieving pay parity, it should not be prohibitively cost	her companies i	have shown	support for eli	minating inequality on pay a	,	
5	Report on Prison Labor in Supply Chain	SH	Yes	Against	For	For	For

prevention of prison labor would help shareholders assess the level of human rights risks that may be facing the company and its management thereof.



The TJX Companies, Inc.

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction	
6	Report on Human Rights Risk and Supply Chain	s in Operations	SH	Yes	Against	For		For	For	
Ballot D	Voting Policy Rationale: A vote uses to assess human rights in is managing human rights relat	pacts in its operations a	,			,	, ,			
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	cus	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

Votable

Voting

Vote

Anaplan, Inc.

WCM Investment Management, 6728029085

_	Meeting Date: 06/05/2019 Country: US/ Record Date: 04/08/2019 Meeting Typ		ual		Primar Ticker:	y Security ID PLAN	: 03272L108		Meeting ID: 1327676		
Primary C	USIP: 03272L108	Primary ISIN: US0327	72L1089		Primary	Primary SEDOL: BD9PLW5			Proxy Level: 1		
Total Balle	ots: 1	Shares Voted: 3,674 Voting Policy: UUA		Votable Si	hares: 3,674		*Shares on Lo	oan: 0		Shares Instructed: 3,6	74
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruc	tion	
1.1	Elect Director Frank Calderoni		Mgmt	Yes	For	Withhold		Withhold	Withho	ld	
	Voting Policy Rationale: WITHHO failure to remove, or subject to a governing documents and the clean full-time and sits on boards at m. 30 percent diversity.	a sunset requirement, t assified board, each of	the supermajor which adverse	rity vote requ ely impacts s	uirements to e shareholder rig	nact certain ch hts.The nomine	anges to the ee is employed	ast			
1.2	Elect Director Robert E. Beauch	amp	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	ard. There i	is at least 30 p	ercent diversity	<i>'.</i>			-	
2	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less that	n 25 percent of total a	udit fees paid a	are attributa	able to non-aud	dit work.				_	
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Confirmed

6728029085

Auto-Instructed

05/21/2019

Auto-Approved

05/21/2019

Total Shares:

3,674

3,674

3,674

3,674



Shares Instructed: 7,175

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

Shares Voted: 7,175

 Primary CUSIP: 20030N101
 Primary ISIN: US20030N1019
 Primary SEDOL: 2044545
 Proxy Level: 3

Votable Shares: 7,175

*Shares on Loan: 0

Total Ballots: 1 Voting Policy: UUA

Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director Kenneth J. Bacon Withhold Withhold Mgmt Yes For For 1.1 Voting Policy Rationale: The nominee is employed full-time and sits 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 Madeline S. Bell For Yes 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 Sheldon M. Bonovitz Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Edward D. Breen 1.4 Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.5 Elect Director Gerald L. Hassell Mamt For Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.6 Elect Director Jeffrey A. Honickman Mgmt Yes For 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 Maritza G. Montiel Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.8 Elect Director Asuka Nakahara Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.9 For Elect Director David C. Novak Mamt For For Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.10 Elect Director Brian L. Roberts Mgmt For Yes 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 Approve Nonqualified Employee Stock Mgmt Yes For For For For Purchase Plan Voting Policy Rationale: A vote FOR this proposal is warranted as no concerns have been identified. This is an all-employee

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.



Comcast Corporation

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
4	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote practice of providing millions in payments are escalating each payments are large and non-pushareholders may question the a structure where there are twexpense.	n above-market interest vear and are contributir erformance-based, they need for substantial su	t payments to Ning to a pay-for-p or are inconsister oupplemental ben	EOs. Althou performance of with a pay nefits for hig	gh this is not a e misalignment y-for-performan hly paid execut	new practice a for the year in ace philosophy, tives. Further, a	nt the company, review. As thes and the company has				
5	Require Independent Board C	Chairman	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote board.	FOR this proposal is w	arranted given i	the importai	nce of having a	n independent	chairman of the	•			
6	Report on Lobbying Payment	s and Policy	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote practices and policies, such as management of related risks.		-		-						
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 I	D: 22160N109	Meeting ID: 1328736
Record Date: 04/10/2019	Meeting Type: Annual	Ticker: CSGP		
Primary CUSIP: 22160N109	Primary ISIN: US22160N1090	Primary SEDOL: 22628	364	Proxy Level: 3
	Shares Voted: 1,698	Votable Shares: 1,698	*Shares on Loan: 0	Shares Instructed: 1,698
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Michael R. Klein	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1b	Elect Director Andrew C. Florance	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1c	Elect Director Laura Cox Kaplan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					

*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

CoStar Group, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
1d	Elect Director Michael J. Glosserr	man	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is a	diverse.								
1e	Elect Director John W. Hill		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is a	diverse.								
1f	Elect Director Christopher J. Nas	setta	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is a	diverse.								
1g	Elect Director David J. Steinberg		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is a	diverse.								
2	Ratify Ernst & Young LLP as Aud	litors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	it work.					
3	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.	some concerns are no	ited, a vote FC	OR this prop	osal is warrante	ed as pay and	performance ar	е			
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Sands Cap	oital Mgnt, 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 Record Date: 04/08/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: DVN	: 25179M103	Meeting ID: 1328753
Primary CUSIP: 25179M103	Primary ISIN: US25179M1036		Primary SEDOL: 248067	7	Proxy Level: 3
Total Ballots: 2	Shares Voted: 1,205 Voting Policy: UUA	Votable Shares	ares: 1,205 *Shares on Loan: 0		Shares Instructed: 1,205

oposal ımber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara M. Baumann	Mgmt	Yes	For	For	Withhold	Withhold

Voting Policy Rationale: 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.



Devon Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.2	Elect Director John E. Bethancourt	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1.3	Elect Director Ann G. Fox	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1.4	Elect Director David A. Hager	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1.5	Elect Director Robert H. Henry	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse.		
1.6	Elect Director Michael M. Kanovsky	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse.		
1.7	Elect Director John Krenicki, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse.		
1.8	Elect Director Robert A. Mosbacher, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1.9	Elect Director Duane C. Radtke	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.	Less than 30%	of the board is diverse.		
1.10	Elect Director Keith O. Rattie	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse.		
1.11	Elect Director Mary P. Ricciardello	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse.		
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-audi	t 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 warr consistent with financial performance. Additionally, performance with sustained TSR underperformance, further demonstration continued monitoring of the pay program is warranted a performance. Given the company's negative returns over predicament.	ormance equit rating the aligi s performance	y granted in nment betwe e awards are	2016 vested been pay and peen pay and peen for	elow target in 2018, in line erformance. Nonetheless, or negative absolute TSR		

Ballot Details

Institutional Account Detail (IA Name, 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	1,120	1,120



Devon Energy Corporation

Rai	lnt.	Det	ails

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 Record Date: 04/09/2019	Country: USA Meeting Type: Annual	Primary Seco Ticker: FGEN	urity ID: 31572Q808	Meeting ID: 1328353
Primary CUSIP: 31572Q808	Primary ISIN: US31572Q8087	Primary SEDO	L: BSDRYR8	Proxy Level: 3
	Shares Voted: 1,200	Votable Shares: 1,200	*Shares on Loan: 0	Shares Instructed: 1,200
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Jeffrey L. Edwards	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1b	Elect Director Rory B. Riggs	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a than 2 public companies.	liverse.The no.	minee is em	ployed full-tim	e and sits on boards at more		
1c	Elect Director Roberto Pedro Rosenkranz	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although a concern is noted, a vreasonably aligned at this time.	ote FOR this p	proposal is v	varranted as pa	ay and performance are		
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



Hess Corporation

Record Date: 04/15/2019

Primary CUSIP: 42809H107

Meeting Date: 06/05/2019 Country: USA

Primary Security ID: 42809H107

Meeting ID: 1330318

Meeting Type: Annual

Ticker: HES

Primary ISIN: US42809H1077 Primary SEDOL: 2023748 Proxy Level: 3

Shares Voted: 3,020

Votable Shares: 3,020

*Shares on Loan: 0

Shares Instructed: 3,020

Total Ballots: 2

 /oti	ng I	Poli	icy:	UUA

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
Elect Director Rodney F. Chase	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is a	liverse.					
Elect Director Terrence J. Checki	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is o	liverse.					
Elect Director Leonard S. Coleman, Jr.	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is o	liverse.					
Elect Director John B. Hess	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is o	liverse.					
Elect Director Edith E. Holiday	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is o	liverse.					
Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is a than 2 public companies.	liverse.The no	minee is em	ployed full-tim	e and sits on boards at more		
Elect Director Marc S. Lipschultz	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is o	liverse.					
Elect Director David McManus	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is a	liverse.					
Elect Director Kevin O. Meyers	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is a than 2 public companies.	liverse.The no	minee is em	ployed full-tim	e and sits on boards at more		
Elect Director James H. Quigley	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is a	liverse.					
Elect Director William G. Schrader	Mgmt	Yes	For	For	Against	Against
	Elect Director Rodney F. Chase Voting Policy Rationale: Less than 30% of the board is a companie of the Director Terrence J. Checki Voting Policy Rationale: Less than 30% of the board is a companie of the Director Leonard S. Coleman, Jr. Voting Policy Rationale: Less than 30% of the board is a companie of the Director John B. Hess Voting Policy Rationale: Less than 30% of the board is a companie of the Director Edith E. Holiday Voting Policy Rationale: Less than 30% of the board is a companie of the Director Risa Lavizzo-Mourey Voting Policy Rationale: Less than 30% of the board is a companie of the Director Marc S. Lipschultz Voting Policy Rationale: Less than 30% of the board is a companie of the Director David McManus Voting Policy Rationale: Less than 30% of the board is a companie of the Director Revin O. Meyers Voting Policy Rationale: Less than 30% of the board is a companie of the Director Revin O. Meyers Voting Policy Rationale: Less than 30% of the board is a companie of the Director David McManus Voting Policy Rationale: Less than 30% of the board is a companie of the Director David McManus Voting Policy Rationale: Less than 30% of the board is a companie of the Director David McManus Voting Policy Rationale: Less than 30% of the board is a companie of the Director David McManus Voting Policy Rationale: Less than 30% of the board is a companie of the Director David McManus Voting Policy Rationale: Less than 30% of the board is a companie of the David McManus Voting Policy Rationale: Less than 30% of the board is a companie of the David McManus	Elect Director Rodney F. Chase Mgmt Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Terrence J. Checki Mgmt Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Leonard S. Coleman, Jr. Mgmt Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director John B. Hess Mgmt Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Edith E. Holiday Mgmt Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Risa Lavizzo-Mourey Mgmt Voting Policy Rationale: Less than 30% of the board is diverse. The nothan 2 public companies. Elect Director Marc S. Lipschultz Mgmt Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director David McManus Mgmt Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Kevin O. Meyers Mgmt Voting Policy Rationale: Less than 30% of the board is diverse. The nothan 2 public companies. Elect Director Kevin O. Meyers Mgmt Voting Policy Rationale: Less than 30% of the board is diverse. The nothan 2 public companies. Elect Director James H. Quigley Mgmt Voting Policy Rationale: Less than 30% of the board is diverse. The nothan 2 public companies. Elect Director James H. Quigley Mgmt	Elect Director Rodney F. Chase Mgmt Yes Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Terrence J. Checki Mgmt Yes Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Leonard S. Coleman, Jr. Mgmt Yes Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director John B. Hess Mgmt Yes Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Edith E. Holiday Mgmt Yes Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Risa Lavizzo-Mourey Mgmt Yes Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is empthan 2 public companies. Elect Director Marc S. Lipschultz Mgmt Yes Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director David McManus Mgmt Yes Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director David McManus Mgmt Yes Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Kevin O. Meyers Mgmt Yes Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is empthan 2 public companies. Elect Director Kevin O. Meyers Mgmt Yes Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is empthan 2 public companies. Elect Director James H. Quigley Mgmt Yes	Elect Director Rodney F. Chase Mgmt Yes For Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Terrence J. Checki Mgmt Yes For Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Leonard S. Coleman, Jr. Mgmt Yes For Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director John B. Hess Mgmt Yes For Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Edith E. Holiday Mgmt Yes For Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Risa Lavizzo-Mourey Mgmt Yes For Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Risa Lavizzo-Mourey Mgmt Yes For Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time than 2 public companies. Elect Director Marc S. Lipschultz Mgmt Yes For Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director David McManus Mgmt Yes For Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Kevin O. Meyers Mgmt Yes For Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Kevin O. Meyers Mgmt Yes For Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Sevin O. Meyers Mgmt Yes For	Proposal Text	Proposal Text



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
	Voting Policy Rationale: A vote FOR this proposal is we decision to decrease the long-term incentive target op performance-contingent, with the most recent comple performance shares are also capped in the event of ne the committee's STI goal-setting. In each of the last that been set lower than the prior year's achievement, resulted in a maximum earn-out for this portion. As each shareholders should continue to monitor the program.	portunity. Short ted LTI cycle tri egative absolute hree years the p without adjustr	t-term and lo iggering vesi TSR. Noneo production to ments made	ong-term incen ting below-targ theless, some c arget (comprisi to payout opp	tives are sufficiently net. Relative TSR-based concerns are noted regarding ing one-fifth of the total payou ortunities and in 2018, this	t)	
	Ratify Ernst & Young LLP as Auditors	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	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

-	Date: 06/05/2019 Date: 04/11/2019	Country: USA Meeting Type: Annu		Primary Ticker:	/ Security ID MC	: 60786M105	Meeting ID: 1329179	
Primary C	USIP: 60786M105	86M105 Primary ISIN: US60786M1053 Primary SEDOL: BLG38Q1 Proxy Level: 3				Proxy Level: 3		
Total Ballots: 1		Shares Voted: 3,050 Voting Policy: UUA	•		ares: 3,050		*Shares on Loan: 0	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

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.

1.2 Elect Director Navid Mahmoodzadegan Mgmt Yes For Withhold Withhold Withhold

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.



3,050

3,050

3,050

3,050

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

Moelis & Company

WCM Investment Management, 6728029085

Proposal Number	Proposal Text	F	Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.3	Elect Director Jeffrey Raich	١	Mgmt	Yes	For	Withhold		Withhold	Withhold	i	
	Voting Policy Rationale: WITHHOLI Cantor, Navid Mahmoodzadegan, E committee and for failing to establi independent. There is both gender	Elizabeth Crain, and Jeffr ish a board on which a n	rey Raich du najority of t	e to the con he directors	mpany's lack of are independe	a formal nominating nt.The board is not m					
1.4	Elect Director Eric Cantor	1	Mgmt	Yes	For	Withhold		Withhold	Withhold	i	
	Voting Policy Rationale: WITHHOLI Cantor, Navid Mahmoodzadegan, E committee and for failing to establi independent. There is both gender	Elizabeth Crain, and Jeffr ish a board on which a n	rey Raich du majority of t	e to the cor he directors	mpany's lack of are independe	a formal nominating nt.The board is not m					
1.5	Elect Director Elizabeth Crain	1	Mgmt	Yes	For	Withhold		Withhold	Withhold	d	
	Voting Policy Rationale: WITHHOLI Cantor, Navid Mahmoodzadegan, E committee and for failing to establi independent. There is both gender	Elizabeth Crain, and Jeffi ish a board on which a n	rey Raich du najority of t	e to the con he directors	mpany's lack of are independe	a formal nominating nt.The board is not m	,				
1.6	Elect Director John A. Allison, IV	1	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.										
1.7	Elect Director Yolonda Richardson	n 1	Mgmt	Yes	For	For		Withhold	Withhold	i	
	Voting Policy Rationale: The board at least 30 percent diversity.	is not majority independ	dent.There	is both gena	ler and racial d	iversity on the board.	There is				
1.8	Elect Director Kenneth L. Shropsh	nire N	Mgmt	Yes	For	For		Withhold	Withhold	i	
	Voting Policy Rationale: The board and non-audit fees exceed 25% of diversity on the board.There is at I	the aggregate fees paid	to the com								
2	Advisory Vote to Ratify Named Ex Officers' Compensation	recutive N	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although a reasonably aligned at this time.	a concern is noted, a vot	e FOR this p	oroposal is v	varranted as pa	ay and performance a	re				
3	Ratify Deloitte & Touche LLP as A	auditors 1	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Greater the	an 25 percent of total au	ıdit fees pai	id are attribu	ıtable to non-a	udit work.					
4	Other Business	1	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.										
Ballot D	etails										
	nal Account Detail e, IA Number)	Custodian Account Number	Ballot Statu	ıs	Instructor Name	Date Approx Instructed Name	ver .	Date Approved		Votable Shares	Shares Voted

Confirmed

6728029085

Auto-Instructed

05/21/2019

Auto-Approved

05/21/2019

Total Shares:



Moelis & Company

Penumbra, Inc.

_	Date: 06/05/2019 Date: 04/16/2019	Country: USA	anual		Primary Ticker:	Security ID	: 70975L107		ı	Meeting ID: 1	331415
Kecoru L	Jale: 04/10/2019	Meeting Type: An	iiiuai		iickei:	PEN					
Primary C	USIP: 70975L107	Primary ISIN: US709	975L1070		Primary	SEDOL: BZ0V20)1			Proxy Level: 3	
Total Balle	ots: 1	Shares Voted: 938 Voting Policy: UUA		Votable Si	hares: 938		*Shares on Lo	van: 0	S	hares Instructo	ed: 938
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1.1	Elect Director Don Kassing		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: WITHH- given the board's failure to rem changes to the governing docu- gender and racial diversity on t	nove, or subject to a su ments and the classifie	nset requiremer d board, each o	nt, the supe of which adve	rmajority vote i	requirement to	enact certain	7			
1.2	Elect Director Thomas Wilder		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: WITHH- given the board's failure to rem- changes to the governing docu- gender and racial diversity on t	nove, or subject to a su ments and the classifie	nset requiremer d board, each o	nt, the super of which adve	rmajority vote i	requirement to	enact certain	,			
1.3	Elect Director Janet Leeds		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial div	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>/</i> .				
2	Ratify Deloitte & Touche LLP a	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	nan 25 percent of total	audit fees paid a	are attributa	able to non-aud	it work.					
3	Advisory Vote to Ratify Named Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoug reasonably aligned at this time.		rified, a vote FOI	R this propo	osal is warranted	d as pay and p	performance are				
Ballot D							_				
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Vo
WCM Inve	stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	05/21/2019	Auto-Approved	05/21/2019		938	
								Total Shares:		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: B4N0336	Proxy Level: 3



Visteon Corporation

Ballot Details
Institutional Account Detail

(IA Name, IA Number)

		Shares Voted: 235		Votable Sh	nares: 235		*Shares on Loa	an: 0	Sh	ares Instructed: 235
Total Ball	ots: 1	Voting Policy: UUA								
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	1
1a	Elect Director James J. Barres	e	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There	is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1b	Elect Director Naomi M. Bergr	nan	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There	is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1c	Elect Director Jeffrey D. Jones	5	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There	is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1d	Elect Director Sachin S. Lawar	nde	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There	is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1e	Elect Director Joanne M. Magu	uire	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There	is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1f	Elect Director Robert J. Manzo)	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There	is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1g	Elect Director Francis M. Scric	со	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There	is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1h	Elect Director David L. Treadv	vell	Mgmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: The no and racial diversity on the boar				more than 2 pt	ublic companies	There is gende	er		
1i	Elect Director Harry J. Wilson		Mgmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: The no and racial diversity on the boar				more than 2 pt	ublic companies	There is gende	er		
1j	Elect Director Rouzbeh Yassin	i-Fard	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There	is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
2	Ratify Ernst & Young LLP as A	uditors	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: Less th	an 25 percent of total au	dit fees paid a	are attributa	ble to non-aud	lit work.				
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: A vote concerns were identified at this		ranted as pay	and perforn	nance is reasor	nably aligned an	nd no significan	t		

Ballot Status

Custodian

Account Number

Instructor

Date

Instructed

Approver

Date

Approved

Votable Shares

Shares Voted



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
Rhumbline 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 Record Date: 04/12/2019	Country: USA Meeting Type: Annual	Primary Seco Ticker: WMT	urity ID: 931142103	Meeting ID: 1328411
Primary CUSIP: 931142103	Primary ISIN: US9311421039	Primary SEDO	L: 2936921	Proxy Level: 3
	Shares Voted: 2,244	Votable Shares: 2,244	*Shares on Loan: 0	Shares Instructed: 2,244
Total Ballots: 2	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Cesar Conde	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Stephen "Steve" J. Easterbrook	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Timothy "Tim" P. Flynn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Sarah J. Friar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Carla A. Harris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Thomas "Tom" W. Horton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Marissa A. Mayer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director C. Douglas "Doug" McMillon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1 i	Elect Director Gregory "Greg" B. Penner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		



Walmart Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1j	Elect Director Steven "Steve" S Reinemund	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1k	Elect Director S. Robson "Rob" Walton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 p	ercent diversity.		
11	Elect Director Steuart L. Walton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 p	ercent 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 war reasonably aligned at this time.	ranted as while	le goal rigor	concerns are i	noted, pay and performance a	are	
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total ad	udit fees paid a	are attributa	ble to non-aud	lit work.		
4	Report on Sexual Harassment	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is war policies could help shareholders better asses the compa				company s sexual harassment	<u>.</u>	
	Provide for Cumulative Voting	SH	Yes	Against	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	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.

Primary CUSIP: 969904101	Primary ISIN: US9699041011	Primary SEDOL: 2967589	Proxy Level: 3
Record Date: 04/08/2019	Meeting Type: Annual	Ticker: WSM	
Meeting Date: 06/05/2019	Country: USA	Primary Security ID: 969904101	Meeting ID: 1327221



Williams-Sonoma, Inc.

Total Ball	Shares Vote ots: 1 Voting Police		Votable S	Shares: 101		*Shares on Loan: 0	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1.1	Elect Director Laura Alber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the b	oard. There	is at least 30 p	ercent diversity	<i>'</i> .	
1.2	Elect Director Adrian Bellamy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the b	oard. There	is at least 30 p	ercent diversity	<i>.</i>	
1.3	Elect Director Scott Dahnke	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the b	oard. There	is at least 30 p	ercent diversity	<i>.</i>	
1.4	Elect Director Robert Lord	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the b	oard. There	is at least 30 p	ercent diversity	<i>'</i> .	
1.5	Elect Director Anne Mulcahy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the b	oard. There	is at least 30 p	ercent diversity	<i>.</i>	
1.6	Elect Director Grace Puma	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the b	oard. There	is at least 30 p	ercent diversity	<i>.</i> .	
1.7	Elect Director Christiana Smith Shi	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is emplo, and racial diversity on the board. There is at le			more than 2 p	ublic companie	s.There is gender	
1.8	Elect Director Sabrina Simmons	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the b	oard. There	is at least 30 p	ercent diversity	<i>'</i> .	
1.9	Elect Director Frits van Paasschen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the b	oard. There	is at least 30 p	ercent diversity	<i>⁄</i> .	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST the parallion, in light of factors which included the forthresholds.	•			. , -	·	
3	Ratify Deloitte & Touche LLP as Auditors	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	05/24/2019	Auto-Approved	05/24/2019	101	101
						Total Shares:	101	101



Williams-Sonoma, Inc.

Ingersoll-Rand Public Limited Company

Meeting Date: 06/06/2019 **Primary Security ID:** G47791101 Meeting ID: 1328050 Country: Ireland 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 Instructed:** 970 *Shares on Loan: 0 Total Ballots: 1 Voting Policy: UUA

Total Ball	ots. 1 Voting Policy: OUA						
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Kirk E. Arnold	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1b	Elect Director Ann C. Berzin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1c	Elect Director John Bruton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1d	Elect Director Jared L. Cohon	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1e	Elect Director Gary D. Forsee	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1f	Elect Director Linda P. Hudson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1g	Elect Director Michael W. Lamach	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1h	Elect Director Myles P. Lee	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1 i	Elect Director Karen B. Peetz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1j	Elect Director John P. Surma	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				
1k	Elect Director Richard J. Swift	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	least one mino	rity director.				

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



Ingersoll-Rand Public Limited Company

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on		
11	Elect Director Tony L. White		Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: The bo	ard does not include at	t least one mino	ority director	:							
2	Advisory Vote to Ratify Named Officers' Compensation	I Executive	Mgmt	Yes	For	For		For	For			
	annual incentives are predomin	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.										
3	Approve PricewaterhouseCoop Auditors and Authorize Board Remuneration		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote non-audit purposes.											
4	Authorize Issue of Equity		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote recommended limits.	FOR these resolutions	is warranted be	ecause the p	roposed amoun	nts and duratio	ns are within					
5	Renew Directors' Authority to for Cash	Issue Shares	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.											
6	Authorize Reissuance of Repu	rchased Shares	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote Ireland, and no concerns have		warranted becau	use this is a	routine item fo	r companies in	corporated in					
Ballot D												
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted	
Rhumbline	e 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

Elect Director Jason M. Aryeh

1.1

Ligand Fharmaceuticals Incorporated										
Meeting Date: 06/06/2019 Record Date: 04/10/2019	Country: USA Meeting Type: Annual	Primary Secu Ticker: LGND	ity ID: 53220K504	Meeting ID: 1328739						
Primary CUSIP: 53220K504	Primary ISIN: US53220K5048	Primary SEDOL:	2501578	Proxy Level: 3						
	Shares Voted: 411	Votable Shares: 411	*Shares on Loan: 0	Shares Instructed: 411						
Total Ballots: 1	Voting Policy: UUA									
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS F	Voting sec Policy Rec	Vote Instruction						

Yes

Mgmt

For

For

For

For

Proposal Text

Proposal

Number



Voting

Policy Rec

Vote

Instruction

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

Ligand Pharmaceuticals Incorporated

- Italiibei	Proposal Text		rroponent	гторозат	rigini Rec	155 Kec		rolley Rec	Instruct	IOII	
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	oard. There	is at least 30 p	ercent diversity	/.				
1.2	Elect Director Todd C. Davis		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	oard. There	is at least 30 p	ercent diversity	/.				
1.3	Elect Director Nancy Ryan Gray		Mgmt	Yes	For	For		Withhold	Withhold	d	
	Voting Policy Rationale: The nomaggregate fees paid to the compagereent diversity.										
1.4	Elect Director John L. Higgins		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	oard. There	is at least 30 p	ercent diversity	<i>/.</i>				
1.5	Elect Director John W. Kozarich		Mgmt	Yes	For	For		Withhold	Withhold	d	
	Voting Policy Rationale: The nom and racial diversity on the board.				more than 2 p	ublic companie	s.There is gend	ler			
1.6	Elect Director John L. LaMattina	1	Mgmt	Yes	For	For		Withhold	Withhold	d	
	Voting Policy Rationale: The nomand racial diversity on the board.				more than 2 p	ublic companie	es.There is gend	ler			
1.7	Elect Director Sunil Patel		Mgmt	Yes	For	For		Withhold	Withhold	d	
	Voting Policy Rationale: The nomaggregate fees paid to the compagereent diversity.										
1.8	Elect Director Stephen L. Sabba	l	Mgmt	Yes	For	For		Withhold	Withhold	d	
	Voting Policy Rationale: The nomaggregate fees paid to the compagereent diversity.										
2	Ratify Ernst & Young LLP as Au	ditors	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Greater t	than 25 percent of tota	al audit fees p	aid are attri	butable to non-	audit work.					
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.	n some concerns are no	oted, a vote F	OR this prop	oosal is warrant	ted as pay and	performance ar	e			
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based or	n the Equity Plan Score	ecard evaluation	on (EPSC), a	vote FOR this	proposal is wa	rranted.				
5	Amend Qualified Employee Stoo Plan	ck Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote For shares reserved is reasonable; an Code.		-			-					
Ballot I		Contaction			T	5 -1					
	ional Account Detail ne, IA Number)	Custodian Account Number	Ballot Sta	ntus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Vote

Votable

Proponent

Proposal Mgmt Rec

ISS Rec



Ligand Pharmaceuticals Incorporated

Bal	lot	De	tai	ls
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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 Record Date: 04/12/2019	Country: USA Meeting Type: Annual	Primary Secu Ticker: MNST	rity ID: 61174X109	Meeting ID: 1327640
Primary CUSIP: 61174X109	Primary ISIN: US61174X1090	Primary SEDOL	: BZ07BW4	Proxy Level: 3
	Shares Voted: 12,000	Votable Shares: 12,000	*Shares on Loan: 0	Shares Instructed: 12,000
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi				
1.1	Elect Director Rodney C. Sacks	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.										
1.2	Elect Director Hilton H. Schlosberg	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.										
1.3	Elect Director Mark J. Hall	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at a	east one mino	rity director.	Less than 30%	of the board is diverse.						
1.4	Elect Director Kathleen E. Ciaramello	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.										
1.5	Elect Director Gary P. Fayard	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at a nominee is an incumbent member of the audit committe company's external auditor.		,								
1.6	Elect Director Jeanne P. Jackson	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.										
1.7	Elect Director Steven G. Pizula	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at a	least one mino	rity director.	Less than 30%	of the board is diverse.						
1.8	Elect Director Benjamin M. Polk	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at a	least one mino	rity director.	Less than 30%	of the board is diverse.						



Monster Beverage Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1.9	Elect Director Sydney Selati	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include at I nominee is an incumbent member of the audit committe company's external auditor.									
1.10	Elect Director Mark S. Vidergauz	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.									
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Greater than 25 percent of total	l audit fees pa	id are attribi	utable to non-a	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 the bulk of CEO total pay, lacks performance vesting co 500 companies. In addition, the company continues to the the median CEO in the company's own peer group. Furt bonuses are entirely discretionary.	nditions, which nave two highi	n is not in lin y paid execu	ne with prevaili utives, each of	ng practices among S&P whom is compensated above					
Ballot D	Petails									

Instructor

Auto-Instructed

Name

Approver

Auto-Approved

Instructed

05/21/2019

Approved

05/21/2019

Total Shares:

Votable Shares

12,000

12,000

Shares Voted

12,000

12,000

Netflix, Inc.

Institutional Account Detail

Sands Capital Mgnt, 6728029078

(IA Name, IA Number)

Custodian

6728029078

Account Number

Meeting Date: 06/06/2019 Record Date: 04/08/2019	•		Primary Security ID: Ticker: NFLX	: 64110L106	Meeting ID: 1328105	
Primary CUSIP: 64110L106	Primary ISIN: US64110L1061		Primary SEDOL: 285781	7	Proxy Level: 3	
Total Ballots: 1	Shares Voted: 4,025 Voting Policy: UUA	Votable Shares:	4,025	*Shares on Loan: 0	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

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. - WITHOLD 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.

Ballot Status

Confirmed



Netflix, Inc.

(IA Name, IA Number)

Sands Capital Mgnt, 6728029078

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
	Voting Policy Rationale: - WITHHOLD votes are warrante and Susan Rice for the board's failure to take action on to majority of votes cast at last year's annual meeting, cont multiple years. The nominee is an incumbent member of fees paid to the company's external auditor. There is both diversity.	hree sharehoi inuing a patte the audit com	lder proposa ern of inadeo nmittee and i	nls that received quate responsiv non-audit fees	d support from holders of a veness to shareholders over exceed 25% of the aggregate		
1c	Elect Director Ann Mather	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: - WITHHOLD votes are warrante and Susan Rice for the board's failure to take action on the majority of votes cast at last year's annual meeting, continultiple years WITHHOLD votes are further warranted company boards. The nominee is an incumbent member of aggregate fees paid to the company's external auditor. The more than 5 public companies. There is both gender and	hree sharehol inuing a patte from Ann Mat of the audit co he nominee is	lder proposa ern of inadec ther for serv ommittee an retired fron	als that received quate responsiving as a directo and non-audit fed n active employ	If support from holders of a veness to shareholders over or on more than five public ces exceed 25% of the vment and sits on boards at		
1d	Elect Director Susan Rice	Mgmt	Yes	For	Withhold	Withhold	Withhold
2	Voting Policy Rationale: - WITHHOLD votes are warrante and Susan Rice for the board's failure to take action on t majority of votes cast at last year's annual meeting, cont multiple years. There is both gender and racial diversity of Ratify Ernst & Young LLP as Auditor Voting Policy Rationale: Greater than 25 percent of total	three sharehod inuing a patte on the board. T Mgmt	lder proposa ern of inadeo There is at le Yes	als that received quate responsive east 30 percent	d support from holders of a veness to shareholders over diversity.	Against	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is of the pay program and the lack of at-risk compensation. grants of fully-vested option awards. The company elimin in excessively large base salaries for several NEOs. While form in which their pay is delivered (allocated at their chor performance-vesting criteria eliminates the at-risk naturalish problematic change-in-control severance arrant troubling is the board's lack of responsiveness to low supengagement efforts, feedback received, or changes made "withhold" votes from incumbent compensation committee.	The CEO and nated the pend of the board second between the coordinates of pay and openents to word for say to address to address to address to and the coordinates of	d other NEO. formance bo ets NEO total en base sala d diminishes which a newl on pay last y	ns' pay consists nus program fo I pay levels, the nry and vested o its incentive v. y-appointed NE rear. There is no	of base salaries and large or 2018 and this has resulted e NEOs themselves select the options). The lack of any time- alue. Moreover, the company EO became a participant.Also o disclosure on shareholder		
4	Report on Political Contributions	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote this FOR resolution is war contributions, including trade association memberships a those contributions would allow shareholders to better as	nd payments,	and the cor				
5	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warra enhances shareholders' rights.	anted given ti	hat eliminati	ion of the super	majority vote requirement		
Ballot D							
Institutio	onal Account Detail Custodian			Instructor	Date Approver	Date	

Ballot Status

Confirmed

Account Number

6728029078

Auto-Instructed

Instructed

05/24/2019

Auto-Approved

Approved

05/24/2019

Votable Shares

4,025

Shares Voted

4,025



Netflix, Inc.

Total Shares: 4,025 4,025

salesforce.com, inc.

Meeting Date: 06/06/2019 Record Date: 04/10/2019	Country: USA Meeting Type: Annual	Primary Securit	y ID: 79466L302	Meeting ID: 1330338
Primary CUSIP: 79466L302	Primary ISIN: US79466L3024	Primary SEDOL: 2	310525	Proxy Level: 3
Total Ballots: 2	Shares Voted: 8,860 Voting Policy: UUA	Votable Shares: 8,860	*Shares on Loan: 0	Shares Instructed: 8,860

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi			
1a	Elect Director Marc Benioff	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.					
1b	Elect Director Keith Block	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial divers	at least 30 pe	rcent diversity.							
1c	Elect Director Parker Harris	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1d	Elect Director Craig Conway	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.					
1e	Elect Director Alan Hassenfeld	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.					
1f	Elect Director Neelie Kroes	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.					
1g	Elect Director Colin Powell	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.					
1h	Elect Director Sanford Robertson	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.					
1i	Elect Director John V. Roos	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.					
1j	Elect Director Bernard Tyson	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.					



salesforce.com, inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct					
1k	Elect Director Robin Washington	Mgmt	Yes	For	For	Against	Against					
	Voting Policy Rationale: There is gender and racial diversely employed full-time and sits on boards at more than 2			s at least 30 p	ercent diversity.The nominee is	;						
11	Elect Director Maynard Webb	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1m	Elect Director Susan Wojcicki	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 p	percent diversity.							
2a	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation and Bylaws	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this proposal is we would enhance shareholder rights.	arranted given t	that the redu	ıction in the sı	upermajority vote requirement							
2b	Eliminate Supermajority Vote Requirement to Remove Directors	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this proposal is we would enhance shareholder rights.	arranted given t	that the redu	ıction in the su	upermajority vote requirement							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Based on the Equity Plan Scor	recard evaluatio	n (EPSC), a	vote FOR this	proposal is warranted.							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Less than 25 percent of total a	audit fees paid	are attributa	ble to non-aud	dit work.							
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this proposal is warranted, 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.											
6	Disclose Board Diversity and Qualifications Matrix	SH	Yes	Against	Against	Against	Against					

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/23/2019	Auto-Approved	05/23/2019	110	110
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/23/2019	Auto-Approved	05/23/2019	8,750	8,750



salesforce.com, inc.

Sands Capital Mgnt, 6728029078

=		
Total Shares:	8,860	8,860

Sarepta Therapeutics, Inc.

_	Date: 06/06/2019 Date: 04/11/2019	Country: USA Meeting Type: An	nnual		Primar Ticker	ry Security ID : SRPT	: 803607100			Meeting ID: 13314	426
Primary C	USIP: 803607100	Primary ISIN: US803	36071004		Primary	SEDOL: B8DPD	17			Proxy Level: 3	
Total Ballo	ots: 1	Shares Voted: 2,252 Voting Policy: UUA	!	Votable S	hares: 2,252		*Shares on L	oan: 0		Shares Instructed: 2	2,252
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruc	tion	
1.1	Elect Director Richard J. Bar	ry	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The	board does not include at	t least one mind	ority director	Less than 30°	% of the board	is diverse.				
1.2	Elect Director M. Kathleen E	Behrens	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The	board does not include at	t least one mind	ority director	Less than 30°	% of the board	is diverse.			-	
1.3	Elect Director Claude Nicais	e	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The	board does not include at	t least one mind	ority director	Less than 30°	% of the board	is diverse.			-	
2	Advisory Vote to Ratify Nam Officers' Compensation	ned Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A voi and the company has respon the feedback in its proxy mat believes addressed such feed	ded adequately by (i) englerials; and (iii) implement	gaging with a m nting positive ch	najority of sl anges to its	hareholders to compensation	solicit feedback program, whic	; (ii) disclosing th the company	7		-	
3	Amend Qualified Employee Plan	Stock Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A voi shares reserved is reasonable Code.		-	•	•	-		e .			
4	Ratify KPMG LLP as Auditors	5	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less	than 25 percent of total	audit fees paid	are attributa	able to non-au	dit work.				-	
Ballot D	etails										
	nal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Confirmed

6728029078

Auto-Instructed

05/24/2019

Auto-Approved

05/24/2019

Total Shares:

2,252

2,252

2,252



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	

ecord 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 Shares Instructed: 2,837

Total Ballots: 1 Voting Policy: UUA

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
Elect Director Jonathan Oringer	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board does not include at	least one mino	rity director.	Less than 30%	of the board is diverse.		
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although a concern is noted, a reasonably aligned at this time.	vote FOR this	proposal is v	varranted as p	ay and performance are		
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Elect Director Jonathan Oringer Voting Policy Rationale: The board does not include at Advisory Vote to Ratify Named Executive Officers' Compensation Voting Policy Rationale: Although a concern is noted, a reasonably aligned at this time. Ratify PricewaterhouseCoopers LLP as	Elect Director Jonathan Oringer Mgmt Voting Policy Rationale: The board does not include at least one minor Advisory Vote to Ratify Named Executive Mgmt Officers' Compensation Voting Policy Rationale: Although a concern is noted, a vote FOR this reasonably aligned at this time. Ratify PricewaterhouseCoopers LLP as Mgmt	Proposal Text Elect Director Jonathan Oringer Mgmt Yes Voting Policy Rationale: The board does not include at least one minority director. Advisory Vote to Ratify Named Executive Officers' Compensation Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is a reasonably aligned at this time. Ratify PricewaterhouseCoopers LLP as Mgmt Yes	Proposal Text Proposal Text Mgmt Yes For Woting Policy Rationale: The board does not include at least one minority director.Less than 30% Advisory Vote to Ratify Named Executive Mgmt Yes For Officers' Compensation Woting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as preasonably aligned at this time. Ratify PricewaterhouseCoopers LLP as Mgmt Yes For	Proposal Text Proposal Text Proposal Mgmt Rec ISS Rec Elect Director Jonathan Oringer Mgmt Yes For For Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. Advisory Vote to Ratify Named Executive Officers' Compensation Woting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For	Proposal Text Proposal Text Proposal Mgmt Rec ISS Rec Policy Rec Elect Director Jonathan Oringer Mgmt Yes For For Withhold Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. Advisory Vote to Ratify Named Executive Officers' Compensation Woting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Ratify PricewaterhouseCoopers LLP as Mgmt Yes 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	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
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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 Shares Instructed: 2,982

 $\textbf{Total Ballots:} \ 1 \\ \textbf{Voting Policy:} \ \mathsf{UUA} \\$

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction					
Elect Director Fred D. Anderson, 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.											
Elect Director Sharon Rothstein	Mgmt	Yes	For	For	For	For					
	Elect Director Fred D. Anderson, Jr. Voting Policy Rationale: There is gender and racial diverse	Elect Director Fred D. Anderson, Jr. Mgmt Voting Policy Rationale: There is gender and racial diversity on the book	Proposal Text Proponent Proposal Elect Director Fred D. Anderson, Jr. Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is	Proposal Text Proposent Proposal Mgmt Rec Elect Director Fred D. Anderson, Jr. Mgmt Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per	Proposal Text Proposal Mgmt Rec ISS Rec Elect Director Fred D. Anderson, Jr. Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.	Proposal Text Proposal Mgmt Rec ISS Rec Policy Rec Elect Director Fred D. Anderson, Jr. Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.					

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Proposal Text



Voting

Policy Rec

Total Shares:

2,982

2,982

Vote

Instruction

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

Yelp, Inc.

Proposal

Number

1c	Elect Director Brian Sharples		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	rsity on the L	oard. There	is at least 30 pe	ercent diversity	<i>/.</i>				
2	Ratify Deloitte & Touche LLP a	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less that	nn 25 percent of total a	udit fees paid	l are attribut	table to non-aud	it work.					
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote A and no STI, fluctuations in his to based on committee discretion a introduced for FY19, will represe	otal pay over the years and remain entirely non	reflect the sh -performance	ifting size of e-conditione	f his equity grant	ts. These gran	ts are primarily	•			
4	Advisory Vote on Say on Pay F	requency	Mgmt	Yes	One Year	One Year		One Year	One Year		
	Voting Policy Rationale: A vote i	or the adoption of an A	NNUAL say-c	n-pay frequ	ency is warrante	ed.					
Ballot	Details										
	tional Account Detail ne, IA Number)	Custodian Account Number	Ballot St	atus	Instructor Name	Date Instructed	Approver Name	Date Approved	,	Votable Shares	Shares Voted
WCM Inv	vestment Management, 6728029085	6728029085	Confirmed	I	Auto-Instructed	05/22/2019	Auto-Approved	05/22/2019		2,982	2,982

Mgmt Rec

ISS Rec

Votable

Proposal

Proponent

Garmin Ltd.

Meeting Date: 06/07/2019 Record Date: 04/12/2019	Country: Switzerland Meeting Type: Annual	Primary Security ID: Ticker: GRMN	H2906T109	Meeting ID: 1327648	
Primary CUSIP: H2906T109	Primary ISIN: CH0114405324		Primary SEDOL: B3Z5T1	1	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 182 Ballots: 1 Voting Policy: UUA		: 182	*Shares on Loan: 0	Shares Instructed: 182
Proposal Number Proposal Text	Proponent	Votable Proposal Mg	ımt Rec ISS Rec	Voting Policy Re	Vote oc Instruction

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the approval of the	annual financi	ial statemen	ts and statutor	y reports is warranted.		
2	Approve Allocation of Income and Dividends	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR these items are warn	anted based o	on the payou	it ratio, which	exceeds 30 percent.		
3	Approve Dividends	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR these items are warrs	anted based o	on the payou	ıt ratio, which (exceeds 30 percent.		



Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
4	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the discharge	of the board of dire	ctors and se	nior managen	nent is warranted.		
5.1	Elect Director Min H. Kao	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
5.2	Elect Director Jonathan C. Burrell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
5.3	Elect Director Joseph J. Hartnett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
5.4	Elect Director Charles W. Peffer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
5.5	Elect Director Clifton A. Pemble	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
5.6	Elect Director Catherine A. Lewis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
6	Elect Min H. Kao as Board Chairman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the election of	Min Kao as chairm	an of the bo	ard is warrant	ed.		
7.1	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the election of members of the Compensation Committee is warra director and there are no governance concerns wit	nted. Lewis, Hartne	ett, Peffer, a	nd Burrell are			
7.2	Appoint Charles W. Peffer as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the election of members of the Compensation Committee is warra director and there are no governance concerns wit	nted. Lewis, Hartne	ett, Peffer, a	nd Burrell are	•		
7.3	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the election of members of the Compensation Committee is warra director and there are no governance concerns wit	nted. Lewis, Hartne	ett, Peffer, a	nd Burrell are			
7.4	Appoint Catherine A. Lewis as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR the election of Joseph Hartnett, Charles Peffer, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Peffer, and Burrell are each an independent outside director and there are no governance concerns with the Compensation Committee at this time.



Garmin Ltd.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
8	Designate Wuersch & Gering LLP as Independent Proxy	5	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR t	the appointment of V	Vuersch &am	p; Gering Li	.P as independ	ent proxy is wa	arranted.			-	
9	Ratify Ernst & Young LLP as Auditor	r	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than 25	percent of total aud	lit fees paid a	re attributa	ble to non-aud	it work.				-	
10	Advisory Vote to Ratify Named Exec Officers' Compensation	cutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR t	this proposal is warra	anted as pay	and perforn	nance appear r	easonably align	ned at this time.			_	
11	Approve Fiscal Year 2020 Maximum Aggregate Compensation for the Ex Management		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: The vote rec vote FOR this proposal is warranted.	commendation for th	is proposal is	aligned witi	n the US say-or	n-pay (Item 10). As a result, a			-	
12	Approve Maximum Aggregate Comp for the Board of Directors for the Pe Between the 2019 AGM and the 202	eriod	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR t	this proposal is warra	anted.							-	
13	Amend Qualified Employee Stock Po Plan	urchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR t shares reserved is reasonable; and- Code.		-		•						
14	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on an	analysis of the plan	amendments	, a vote FO	R this proposal	is warranted.				-	
Ballot D	Petails										
		Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Keurig Dr Pepper Inc.

Rhumbline Custom S&P Index, 6728029082

6728029082

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

Auto-Instructed

05/22/2019

Auto-Approved

05/22/2019

Total Shares:

182 182

182

Confirmed



Keurig Dr Pepper Inc.

the board is diverse.

Votable Shares: 619 Shares Voted: 619 *Shares on Loan: 0 Shares Instructed: 619 Voting Policy: UUA Total Ballots: 1 Votable Voting Vote Proposal ISS Rec Instruction Number **Proposal Text** Proponent Proposal Mgmt Rec **Policy Rec** 1a Elect Director Robert J. Gamgort Mgmt Yes For Against Against Against 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. 1b Elect Director Olivier Goudet Mgmt Yes For Against Against Against 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. Elect Director Peter Harf Mgmt Yes For Against 1c Against Against 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. 1d Elect Director Genevieve Hovde Mgmt Yes For For Against Against 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. 1e Elect Director Anna-Lena Kamenetzky Mgmt Yes For Against Against Against 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. Elect Director Paul S. Michaels 1f Mgmt Yes For For Against Against 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. 1g Elect Director Pamela H. Patsley Mgmt Yes For For Against Against 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. Elect Director Gerhard Pleuhs Against 1h Mgmt Yes For Against Against 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. 1i Elect Director Fabien Simon Against Mgmt Yes For Against Against 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. 1i Elect Director Robert Singer Mamt Yes For For Against Against 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. 1k Elect Director Dirk Van de Put Against Mgmt Yes For Against Against 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. 11 Elect Director Larry D. Young Mgmt Yes For Against Against Against Voting Policy Rationale: The board is not majority independent. There is no racial diversity on the board. Less than 30 percent of



Keurig Dr Pepper Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	re attributal	ble to non-audi	t work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although some concerns are no are reasonably aligned at this time.	ted, support F	OR this prop	oosal is warran	ted as pay and performance		
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score	card evaluation	ı (EPSC), a	vote FOR this p	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	05/25/2019	Auto-Approved	05/25/2019	619	619
						Total Shares:	619	619

nLIGHT, Inc.

_	Date: 06/07/2019 Date: 04/09/2019	Country: USA Meeting Type: Annu	ıal		Primary Ticker:	' Security ID: 65487K100 LASR		Meeting ID: 1329183
Primary C	USIP: 65487K100	Primary ISIN: US65487	7K1007		Primary	SEDOL: BFZP4R9		Proxy Level: 1
Total Ball	ots: 1	Shares Voted: 6,400 Voting Policy: UUA		Votable Sh	nares: 6,400	*Shares on	Loan: 0	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
	Voting Policy Rationale: WITHHC sunset requirement, the superm classified board, each of which a director.Less than 30% of the bo	ajority vote requirement dversely impacts sharel	t to enact cert	ain changes	to the governi	ing documents and the	o a	
2	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less tha	n 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	it 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	05/16/2019	Auto-Approved	05/16/2019	6,400	6,400
						Total Shares:	6,400	6,400



nLIGHT, Inc.

Best Buy Co., Inc.

Primary Security ID: 086516101 Meeting ID: 1333889 Meeting Date: 06/11/2019 Country: USA **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 **Shares Instructed:** 552 Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Corie S. Barry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.		
1b	Elect Director Lisa M. Caputo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1c	Elect Director J. Patrick Doyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Russell P. Fradin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.		
1e	Elect Director Kathy J. Higgins Victor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Hubert Joly	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director David W. Kenny	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.		
1h	Elect Director Cindy R. Kent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Karen A. McLoughlin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Thomas L. "Tommy" Millner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1k	Elect Director Claudia F. Munce	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		



Best Buy Co., Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
11	Elect Director Richelle P. Parh	am	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The no and racial diversity on the boar	, ,			more than 2 pu	ıblic companie.	s.There is gend	er			
1m	Elect Director Eugene A. Woo	ds	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
2	Ratify Deloitte & Touche LLP	as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	nan 25 percent of total a	audit fees paid a	are attributa	able to non-aud	lit work.					
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	arranted as pay	and perform	mance are reaso	onably aligned	at this time.				
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	cus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e 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 D	Date: 04/16/2019	Meeting Type: Annu	ıal		Ticker:	EVOP		
Primary C	CUSIP: 26927E104	Primary ISIN: US26927	7E1047		Primary	SEDOL: BG5NSM3		Proxy Level: 1
		Shares Voted: 5,787		Votable Sh	nares: 5,787	*Shares on Lo	oan: 0	Shares Instructed: 5,787
Total Ball	ots: 1	Voting Policy: UUA						
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John S. Garabedi	an	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHC a sunset requirement, the super each of which adversely impacts one woman director.Less than 30	majority vote requireme shareholder rights.The	ent to enact ce board is not r	ertain change	es to the chart	er and the classified board,		
1.2	Elect Director David W. Leeds		Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The boat than 30 percent of the board is of		endent.The bo	pard does no	ot include at le	ast one woman director.Less		
2	Ratify Deloitte & Touche LLP as	s 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.



EVO Payments, Inc.

D-I	lat.	Detai	10

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 Record Date: 04/18/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: RETA	curity ID: 75615P103	Meeting ID: 1333306
Primary CUSIP: 75615P103	Primary ISIN: US75615P1030	Primary SEDO	DL: BYY9FX8	Proxy Level: 3
	Shares Voted: 865	Votable Shares: 865	*Shares on Loan: 0	Shares Instructed: 865
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director J. Warren Huff	Mgmt	Yes	For	Withhold	Withhold	Withhold		
	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								

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.

1.2 Elect Director Jack B. Nielsen Mgmt Yes For Withhold Withhold Withhold Withhold

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.

2 Amend Omnibus Stock Plan Mgmt Yes For Against Against Against

Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan 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.

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

3

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



Reata Pharmaceuticals, Inc.

ServiceNow, Inc.

JC: 11	certott/ Inci										
_	Date: 06/12/2019 Date: 04/15/2019	Country: USA Meeting Type: Ar	nnual		Primary Ticker:	/ Security ID NOW	: 81762P102			Meeting ID: 13303	397
Primary C	USIP: 81762P102	Primary ISIN: US81	762P1021		Primary	SEDOL: B80NX	X8			Proxy Level: 3	
Total Balle	ots: 1	Shares Voted: 7,029 Voting Policy: UUA	5	Votable S	ihares: 7,025		*Shares on Lo	ean: 0		Shares Instructed: 7	,025
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1a	Elect Director Teresa Briggs		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	e is gender and racial di	versity on the bo	ard. There	is at least 30 pe	ercent diversity	у.				
1b	Elect Director Paul E. Chamb	perlain	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The rail and racial diversity on the boo				more than 2 pt	ublic companie	es.There is gend	er		-	
1c	Elect Director Tamar O. Yeh	oshua	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	e is gender and racial di	versity on the bo	ard. There	is at least 30 pe	ercent diversit	γ.			-	
2	Advisory Vote to Ratify Nam Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A cau responsiveness to low suppor entirely on objective measure concerns. Shareholders should reintroduce a duplicate metric half of annual incentive payou	t for last yearâ??s say-o s and equity grants wer d continue to monitor pa to incentive programs	n-pay proposal. e entirely perfor ay outcomes, ho	For the yea mance-base wever, as c	or in review, and ed, mitigating co contemplated pr	nual incentives urrent pay-for- ogram change	were based performance s for FY19 will			-	
3	Ratify PricewaterhouseCoope Auditors	ers LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less	than 25 percent of total	audit fees paid	are attributa	able to non-aud	lit work.				-	
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Sands Cap	oital Mgnt, 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 Record Date: 04/15/2019	Country: USA Meeting Type: Annual	Primary Security ID: 87612E106 Ticker: TGT	Meeting ID: 1332634
Primary CUSIP: 87612E106	Primary ISIN: US87612E1064	Primary SEDOL: 2259101	Proxy Level: 3



Target Corporation

Votable Shares: 846 Shares Instructed: 846 Shares Voted: 846 *Shares on Loan: 0 Total Ballots: 1 Voting Policy: UUA Votable Voting Vote Proposal **Proposal Text** Proposal ISS Rec **Policy Rec** Instruction Number Proponent Mgmt Rec 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 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 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 Mamt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Calvin Darden 1e Mgmt 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 Against For 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. 1q Elect Director Robert L. Edwards For For 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 For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Monica C. Lozano Mgmt 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. 11 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.



Target Corporation

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	tion	
2	Ratify Ernst & Young LLP as	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less to	han 25 percent of total	audit fees paid	are attributa	able to non-aud	lit work.				-	
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is w	arranted as pay	and perform	mance are reas	onably aligned	at this time.				
4	Amend Proxy Access Right		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote existing right for shareholders.		arranted, as the	proposed a	mendments wo	ould enhance t	the company's				
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/14/2019	Auto-Approved	05/14/2019		846	846
								Total Share	s:	846	846

Voting

Vote

Meeting ID: 1329593

Votable

Wingstop Inc.

Meeting Date: 06/12/2019

	rate: 04/15/2019	Meeting Type: Annu			Ticker:			
Primary C	USIP: 974155103	Primary ISIN: US9741	551033		Primary	SEDOL: BYYXHN4		Proxy Level: 3
		Shares Voted: 2,293		Votable Sh	nares: 2,293	*Shares on Lo	oan: 0	Shares Instructed: 2,293
Total Ball	ots: 1	Voting Policy: UUA						
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Krishnan (Kandy	r) Anand	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is	s gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.2	Elect Director David L. Goebel		Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHH given the board's failure to rem changes to the governing docur gender and racial diversity on ti	ove, or subject to a suns ments and the classified	set requiremer board, each o	nt, the super f which adve	majority vote	requirement to enact certain		
1.3	Elect Director Michael J. Hislop)	Mgmt	Yes	For	Withhold	Withhold	Withhold

Primary Security ID: 974155103

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.

Country: USA



Wingstop Inc.

oposal ımber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Ī	Voting Policy Rationale: Less than 25 percent of total	audit fees paid a	are attributa	ble to non-aud	lit 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 whigher payouts under both short- and long-term progreceived a special retention award subject only to disconcerns regarding pay magnitude. Nonetheless, issumajority of the peers selected are much larger in term contribute to higher pay levels without requiring a colof the pay program is warranted.	rams were prima closed performal es with the comp ns of revenues. S	arily dependence vesting in pany-selecte Setting pay L	ent on attained requirements, ed peer group i based on signii	d performance levels. The Co thereby mitigating some thave persisted given that th ficantly larger peers can	EO .	

Ballot Details

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 Record Date: 04/15/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: ASGN	00191U102	Meeting ID: 1330301
Primary CUSIP: 00191U102	Primary ISIN: US00191U1025		Primary SEDOL: BFY8W	20	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,307 Voting Policy: UUA	Votable Shares	: 2,307	*Shares on Loan: 0	Shares Instructed: 2,307

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Brian J. Callaghan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. Less tha	an 30 percent o	of the board is diverse.		
1.2	Elect Director Theodore S. Hanson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. Less tha	an 30 percent o	of the board is diverse.		
1.3	Elect Director Edwin A. Sheridan, IV	Mgmt	Yes	For	For	Against	Against

Voting Policy Rationale: There is gender and racial diversity on the board. Less than 30 percent of the board is diverse.



ASGN Incorporated

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	n the Equity Plan Scored	card evaluation	n (EPSC), a	vote FOR this p	oroposal is war	ranted.				
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote A bonus, half in equity and half in incentive programs. The STI pro LTI program, while entirely perf	cash, that lacks perform gram paid out at maxim ormance-based, utilizes o	nance conditio num, similar to	ns. Further, prior years	concerns are ra c, raising concer period with iden	aised regarding rns about targe ntical metrics to	g goal rigor in et-setting. The				
4	Ratify Deloitte & Touche LLP a	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less tha	n 25 percent of total au	dit fees paid a	are attributa	ble to non-audi	it work.					
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	estment 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 Record Date: 04/24/2019	Country: USA Meeting Type: Annual		mary Security ID: 238337109 ker: PLAY	Meeting ID: 1333888
Primary CUSIP: 238337109	Primary ISIN: US2383371091	Pri	mary SEDOL: B8SW166	Proxy Level: 3
Total Ballots: 1	Shares Voted: 3,150 Voting Policy: UUA	Votable Shares: 3,1	*Shares on Loan: 0	Shares Instructed: 3,150

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
1.1	Elect Director Victor L. Crawford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1.2	Elect Director Hamish A. Dodds	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1.3	Elect Director Michael J. Griffith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		
1.4	Elect Director Jonathan S. Halkyard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	sity on the boo	ard. There is	at least 30 pe	rcent diversity.		



Dave & Buster's Entertainment, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.5	Elect Director Brian A. Jenkins		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>′</i> .				
1.6	Elect Director Stephen M. King		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'</i> .			-	
1.7	Elect Director Patricia H. Mueller		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>′</i> .				
1.8	Elect Director Kevin M. Sheehan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>'</i> .			-	
1.9	Elect Director Jennifer Storms		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	ard. There i	is at least 30 pe	ercent diversity	<i>′</i> .				
2	Ratify KPMG LLP as Auditor		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total at	udit fees paid a	are attributa	ble to non-aud	it work.					
3	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For		
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	estment 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 Record Date: 04/18/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: SPLK	848637104			Meeting ID: 1333452
Primary CUSIP: 848637104	Primary ISIN: US8486371045		Primary SEDOL: B424494				Proxy Level: 3
	Shares Voted: 3,250	Votable Shares	: 3,250	*Shares on Loa	n: 0		Shares Instructed: 3,250
Total Ballots: 1	Voting Policy: UUA						
Proposal		Votable			Voting	Vote	

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

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



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		
	Voting Policy Rationale: There is	is gender and racial dive	ersity on the bo	ard. There i	is at least 30 po	ercent diversity	<i>'.</i>				
1c	Elect Director Sri Viswanath		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	is gender and racial dive	ersity on the bo	ard. There i	is at least 30 po	ercent diversity	<i>'</i> .				
2	Ratify PricewaterhouseCooper	s LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	an 25 percent of total a	nudit fees paid a	are attributa	able to non-aud	lit work.					
3	Advisory Vote to Ratify Named Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote one-year performance with a du goal with a rigorous performance ensure that elevated levels of p	uplicate metric in the Si ce target. Additionally, t	TI program. Ho the LTI program	wever, the s n is majority	STI was based performance-	entirely on a p	re-set financial				
4	Advisory Vote on Say on Pay F	requency	Mgmt	Yes	One Year	One Year		One Year	One Year		
	Voting Policy Rationale: A vote	for the adoption of an A	ANNUAL say-on	-pay freque	ncy is warrante	ed.					
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Vo	table Shares	Shares Voted
Sands Cap	ital Mgnt, 6728029078	6728029078	Confirmed		Auto-Instructed	06/03/2019	Auto-Approved	06/03/2019		3,250	3,250

T-Mobile US, Inc.

-	Date: 06/13/2019 Date: 04/18/2019	Country: USA Meeting Type: Anni	ual		Primary Ticker:	/ Security ID: TMUS	872590104		Meeting ID: 1331435
Primary C	USIP: 872590104	Primary ISIN: US8725	901040		Primary	SEDOL: B94Q9V)		Proxy Level: 2
Total Ball	ots: 1	Shares Voted: 268 Voting Policy: UUA		Votable Sh	nares: 268		*Shares on Loa	n: 0	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
	Voting Policy Rationale: The boat than 2 public companies.	rd is not majority indep	endent.The no	ominee is en	nployed full-tin	ne and sits on b	oards at more		

Total Shares:

Withhold

Withhold

3,250

3,250

Voting Policy Rationale: The board is not majority independent.

Elect Director Srini Gopalan

1.2

Yes

Mgmt

For

Withhold



T-Mobile US, Inc.

Proposal			Votable			Voting	Vote
Number	Proposal Text	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Instruction
1.3	Elect Director Lawrence H. Guffey	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warrantee Lawrence Guffey, and Kelvin Westbrook given the comm \$44 million in FY18, which has led to concerns over CEC	mittee's approv	al of special	equity awards	s in FY17 and a mega-grant of		
1.4	Elect Director Timotheus Hottges	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indepthan 2 public companies.	endent.The no	ominee is en	nployed full-tin	ne and sits on boards at more		
1.3 1.4 1.5 1.6 1.7	Elect Director Christian P. Illek	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are further was serving as non-independent members of certain key boo non-independent and sits on a key committee.						
1.6	Elect Director Bruno Jacobfeuerborn	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indep	endent.					
1.7	Elect Director Raphael Kubler	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are further was serving as non-independent members of certain key box Compensation Committee members Raphael Kubler, Lau special equity awards in FY17 and a mega-grant of \$44 board is not majority independent. The nominee is non-in-	ard committee wrence Guffey million in FY1	s. WITHHO , and Kelvin 8, which has	LD votes are v Westbrook giv led to concern	varranted for incumbent ven the committee's approval o ns over CEO pay magnitude.Th	f	
1.8	Elect Director Thorsten Langheim	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are further was serving as non-independent members of certain key boo non-independent and sits on a key committee.						
1.9	Elect Director John J. Legere	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indep	endent.					
1.10	Elect Director G. Michael "Mike" Sievert	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indep	endent.					
1.11	Elect Director Teresa A. Taylor	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indepthan 2 public companies.	endent.The no	ominee is en	nployed full-tin	ne and sits on boards at more		
1.12	Elect Director Kelvin R. Westbrook	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warrantee Lawrence Guffey, and Kelvin Westbrook given the come \$44 million in FY18, which has led to concerns over CEC employed full-time and sits on boards at more than 2 pu	mittee's approv O pay magnitu	val of special de.The boar	equity awards	s in FY17 and a mega-grant of		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	lit work.		



T-Mobile US, Inc.

1b

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	n	
3	Limit Accelerated Vesting of Equi Upon a Change in Control	ty Awards	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC in control would further align the			, ,	ing pro-rata ves	sting of equity	upon a change				
Ballot D	etails										
	nal Account Detail c, IA Number)	Custodian Account Number	Ballot Statu	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved	V	otable 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:

Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/14/2019 Record Date: 04/17/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: REGN	75886F107	Meeting ID: 1331424
Primary CUSIP: 75886F107	Primary ISIN: US75886F1075		Primary SEDOL: 273019	0	Proxy Level: 1
Total Ballots: 1	Shares Voted: 1,160 Voting Policy: UUA	Votable Shares	1,160	*Shares on Loan: 0	Shares Instructed: 1,160

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

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.

Elect Director Michael S. Brown	Mynic	165	For	Ayamst	Ayamst	Ayamst
Elect Director Michael S. Brown	Mamt	Voc	For	Against	Against	Against

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.

1c	Elect Director Leonard S. Schleifer	Mgmt	Yes	For	Against	Against	Against

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.



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

Regeneron Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
1d	Elect Director George D. Yancopoulos	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: AGAINST votes are warranted for Yancopoulos, Bonnie Bassler, and Michael Brown, in light absence of a say-on-pay proposal or incumbent compen scientific officer received very large grants of time-vestir compensation committee's subjective assessment of con There is at least 30 percent diversity.	t of a problem sation commit ng options, and	atic pay-for- tee member d annual inco	performance n s on this year's entive awards a	nisalignment and in the s ballot. The CEO and chief are determined based on the		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fooc naid a	re attrihutal	ale to non-audi	t work		

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

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

		Country: Netherland Meeting Type: Annu		Primary Security ID: N6596X109 Ticker: NXPI						Meeting ID: 1334446
Primary C	CUSIP: N6596X109	Primary ISIN: NL0009	Primary ISIN: NL0009538784			SEDOL: B505PI		Proxy Level: N/A		
Total Ball	ots: 1	Shares Voted: 584 Voting Policy: UUA		Votable Si	nares: 584		*Shares on Lo	an: 0		Shares Instructed: 584
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion
	Annual Meeting Agenda		Mgmt	No						
1	Open Meeting		Mgmt	No						
	Voting Policy Rationale: No vote	is required for this item	7.							-
2a	Discuss Implementation of Ren Policy	nuneration	Mgmt	No						
	Voting Policy Rationale: No vote required by Dutch law.	is required for this item	n; this is the ai	nnual discus	sion of the ren	nuneration rep	oort as legally			-
2b	Receive Explanation on Comparant Dividend Policy	ny's Reserves	Mgmt	No						
	Voting Policy Rationale: This is a	non-votina item.								-



NXP Semiconductors NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc				
2c	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR is warranted beca auditors.	use of the abse	nce of conce	ern with the co	mpany's audit procedures or i	ts					
2d	Approve Discharge of Board Members	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.										
3a	Reelect Richard L. Clemmer as Executive Director	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the elections is we four years; The candidates appear to possess the necessity controversy concerning the candidates.										
3b	Reelect Peter Bonfield as Non-Executive Director	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the elections is we four years; The candidates appear to possess the necessity controversy concerning the candidates.				,						
3c	Reelect Kenneth A. Goldman as Non-Executive Director	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the elections is we four years; The candidates appear to possess the neck controversy concerning the candidates.										
3d	Reelect Josef Kaeser as Non-Executive Director	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the elections is we four years; The candidates appear to possess the neck controversy concerning the candidates.										
3e	Elect Lena Olving 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.										
3f	Reelect Peter Smitham as Non-Executive Director	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the elections is we four years; The candidates appear to possess the necessity controversy concerning the candidates.										
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR the elections is wa	arranted becaus	e: The nomi	inees are elect	ed for a period not exceeding						

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.



NXP Semiconductors NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
3h	Elect Jasmin Staiblin as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the elections is we four years; The candidates appear to possess the necessity 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 we four years; The candidates appear to possess the necessity 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 we four years; The candidates appear to possess the necessity 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 regarding volume and duration.	warranted beca	ause it is in i	line with comn	nonly used safeguards		
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 regarding volume and duration.	warranted beca	ause it is in i	line with comn	nonly used safeguards		
5	Approve NXP 2019 Omnibus Incentive Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution Total potential dilution exceeds 10 percent; and - Perfo					;;-	
6	Authorize Repurchase of Shares	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST is warranted volume and pricing;- The authorization would allow Nicompany holds more than 10 percent of the issued ca,	XP to hold up to	50 percent				
7	Approve Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted beca the interests of shareholders;- The proposed cancellat Item 6 of this meeting;- No further concern were iden	tion authorizatio	n is not excl	usively applica	ble to share repurchased und	er	

Ballot Details

Institutional Account Detail (IA Name, 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	05/30/2019	Auto-Approved	05/30/2019	584	584
			_			Total Shares:	584	584



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 Ticker: HRTX Meeting Type: Annual Primary CUSIP: 427746102 Primary ISIN: US4277461020 Primary SEDOL: BJ0XLZ3 Proxy Level: 3 Shares Voted: 2,300 Votable Shares: 2,300 *Shares on Loan: 0 Shares Instructed: 2,300 Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
1.1	Elect Director Kevin Tang	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include nominee is employed full-time and sits on boards a				of the board is diverse.	The	
1.2	Elect Director Barry Quart	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	e at least one wom	an director.L	Less than 30%	of the board is diverse.		
1.3	Elect Director Craig Johnson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	e at least one wom	an director.L	Less than 30%	of the board is diverse.		
1.4	Elect Director John Poyhonen	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	e at least one wom	an director.l	Less than 30%	of the board is diverse.		
1.5	Elect Director Christian Waage	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	e at least one wom	an director.	Less than 30%	of the board is diverse.		
2	Ratify OUM & Co. LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of to	tal audit fees paid a	are attributa	ble to non-aud	lit work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although some concerns a reasonably aligned at this time.	re noted, a vote FC	OR this propo	osal is warrante	ed as pay and performar	oce are	
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of	an ANNUAL say-or	n-pay freque	ncy is warrante	ed.		
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against

Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- 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.

Proposal Text



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

Heron Therapeutics, Inc.

<u>-</u>		-	•	_			-		
6 Amend Qualified Employe	e Stock Purchase	Mgmt	Yes	For	For		For	For	
Voting Policy Rationale: A v shares reserved is reasonal Code.		-		•					
Institutional Account Detail	Custodian			Instructor	Date	Approver	Date		
(IA Name, IA Number)	Account Number	Ballot State		Name	Instructed	Name	Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	A	Auto-Instructed	05/28/2019	Auto-Approved	05/28/2019	2,300	2,300
							Total Shares:	2,300	2.300

ISS Rec

Votable

Proposal Mgmt Rec

Proponent

Voting

Policy Rec

Vote

Instruction

LivaNova Plc

Proposal

Number

Meeting Date: 06/18/2019 Record Date: 04/25/2019	•		rry Security ID: G5509L101 r: LIVN	Meeting ID: 1333499
Primary CUSIP: G5509L101	Primary ISIN: GB00BYMT0J19	Prima	y SEDOL: BYMT0J1	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 1,400 Voting Policy: UUA	Votable Shares: 1,400	*Shares on Loan: 0	Shares Instructed: 1,400
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec	Voting ISS Rec Policy F	Vote tec Instruction

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Francesco Bianchi	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.				
1.2	Elect Director Stacy Enxing Seng	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le on boards at more than 2 public companies.	east one minol	rity director.	The nominee is	s employed full-time and sits		
1.3	Elect Director William A. Kozy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.				
1.4	Elect Director Damien McDonald	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.				
1.5	Elect Director Daniel J. Moore	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.				
1.6	Elect Director Hugh M. Morrison	Mgmt	Yes	For	For	Against	Against

Voting Policy Rationale: The board does not include at least one minority director.



LivaNova Plc

Ballot Details
Institutional Account Detail

(IA Name, IA Number)

WCM Investment Management, 6728029085

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct	
1.7	Elect Director Alfred J. Novak	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The board does not include at	least one mino	rity director.					
1.8	Elect Director Sharon O'Kane	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The board does not include at	least one mino	rity director.					
1.9	Elect Director Arthur L. Rosenthal	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The board does not include at least one minority director.							
1.10	Elect Director Andrea L. Saia	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The board does not include at	least one mino	rity director.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Although some concerns are reasonably aligned at this time.	ooted, a vote FC	OR this propo	osal is warrant	ed as pay and performance ar	e		
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Less than 25 percent of total a	audit fees paid a	are attributa	ble to non-aud	lit work.			
4	Approve Remuneration Report	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: As the company is reporting a top executive pay, the recommendation for this propo- is warranted.			-		•		
5	Approve Remuneration Policy	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR this proposal is we U.K. regulation, where the company is incorporated. A market practice for U.Klisted companies, they are con	lthough some fo	eatures of th	. , -		1		
6	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR this routine item is report includes an emphasis of matter relating to the lare:- The auditors' opinion remains unmodified The considered to ease uncertainties on the Company's go	itigation liability Company receiv	recorded du ed commitm	uring the year.	The main reasons for support			
7	Reappoint PricewaterhouseCoopers LLP as UK Statutory Auditor	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: Less than 25 percent of total a	audit fees paid a	are attributa	ble to non-aud	lit work.			
8	Authorize Board to Fix Remuneration of Auditor	Mgmt	Yes	For	For	For	For	

Confirmed

Ballot Status

Custodian

6728029085

Account Number

Instructor

Auto-Instructed

Name

Date

Instructed

06/03/2019

Approver Name

Auto-Approved

Date

Approved

06/03/2019

Votable Shares

1,400

Shares Voted

1,400



LivaNova Plc

Total Shares:	1,400	1,400

MetLife, Inc.

Meeting Date: 06/18/2019 Record Date: 04/22/2019	Country: USA Meeting Type: Annual	Primary So Ticker: ME	ecurity ID: 59156R108 T	Meeting ID: 1330395
Primary CUSIP: 59156R108	Primary ISIN: US59156R1086	Primary SEI	DOL: 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 Instruct
1a	Elect Director Cheryl W. Grise	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Carlos M. Gutierrez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Gerald L. Hassell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director David L. Herzog	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director R. Glenn Hubbard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tine and racial diversity on the board. There is at least 30 pe			more than 2 pu	ıblic companies.There is gend	er	
1f	Elect Director Edward J. Kelly, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director William E. Kennard	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Michel A. Khalaf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director James M. Kilts	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-tine and racial diversity on the board. There is at least 30 pe			more than 2 pu	ıblic companies.There is gend	er	
1j	Elect Director Catherine R. Kinney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		



MetLife, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1k	Elect Director Diana L. McKenzie	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
11	Elect Director Denise M. Morrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributal	ple to non-audi	it work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The CEO's total pay magnitude	is ultimately de	etermined b	y committee di	scretion although guided by		

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.

Ballot Details

Institutional Account Detail (IA Name, 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	05/22/2019	Auto-Approved	05/22/2019	2,072	2,072
						Total Shares:	2,072	2,072

Twilio Inc.

Meeting Date: 06/18/2019 Record Date: 04/22/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: TWLO	: 90138F102	Meeting ID: 1331437
Primary CUSIP: 90138F102	Primary ISIN: US90138F1021		Primary SEDOL: BD6P50	Q0	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,400 Voting Policy: UUA	Votable Shares:	2,400	*Shares on Loan: 0	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

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.



Twilio Inc.

Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	on	
Elect Director Donna L. Di	ubinsky	Mgmt	Yes	For	For		Withhold	Withhold	I	
Voting Policy Rationale: Th	e board does not include at	least one mino	rity director							
Ratify KPMG LLP as Audito	ors	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: Les	ss than 25 percent of total a	audit fees paid a	are attributa	ble to non-audi	it work.					
Advisory Vote to Ratify Na Officers' Compensation	amed Executive	Mgmt	Yes	For	For		For	For		
• ,	-	a vote FOR this	proposal is	warranted as pa	ay and perform	mance are				
Details										
onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
oital Mgnt, 6728029078	6728029078	Confirmed		Auto-Instructed	06/05/2019	Auto-Approved	06/05/2019		2,400	2,400
							Total Shares	»:	2,400	2,400
0	Elect Director Donna L. D Voting Policy Rationale: Th Ratify KPMG LLP as Audit Voting Policy Rationale: Le. Advisory Vote to Ratify Na Officers' Compensation Voting Policy Rationale: Alt reasonably aligned at this to petails Conal Account Detail Le, IA Number)	Elect Director Donna L. Dubinsky Voting Policy Rationale: The board does not include at Ratify KPMG LLP as Auditors Voting Policy Rationale: Less than 25 percent of total a Advisory Vote to Ratify Named Executive Officers' Compensation Voting Policy Rationale: Although a concern is noted, a reasonably aligned at this time. Petails Custodian Account Detail Account Number	Elect Director Donna L. Dubinsky Mgmt Voting Policy Rationale: The board does not include at least one mino Ratify KPMG LLP as Auditors Mgmt Voting Policy Rationale: Less than 25 percent of total audit fees paid a Advisory Vote to Ratify Named Executive Mgmt Officers' Compensation Voting Policy Rationale: Although a concern is noted, a vote FOR this reasonably aligned at this time. Petails Custodian Account Detail Custodian Account Number Ballot State	Elect Director Donna L. Dubinsky Mgmt Yes Voting Policy Rationale: The board does not include at least one minority director. Ratify KPMG LLP as Auditors Mgmt Yes Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributed. Advisory Vote to Ratify Named Executive Mgmt Yes Officers' Compensation Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is reasonably aligned at this time. Petails Custodian Account Detail Account Detail Account Number Ballot Status	Elect Director Donna L. Dubinsky Mgmt Yes For Voting Policy Rationale: The board does not include at least one minority director. Ratify KPMG LLP as Auditors Mgmt Yes For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit Advisory Vote to Ratify Named Executive Mgmt Yes For Officers' Compensation Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pareasonably aligned at this time. Petails Custodian Account Detail Account Detail Account Number Ballot Status Instructor Name	Elect Director Donna L. Dubinsky Mgmt Yes For For Voting Policy Rationale: The board does not include at least one minority director. Ratify KPMG LLP as Auditors Mgmt Yes For For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work. Advisory Vote to Ratify Named Executive Mgmt Yes For For Officers' Compensation Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance and aligned at this time. The policy Rationale: Custodian Account Detail Account Detail Account Detail Account Number Ballot Status Name Instructed	Elect Director Donna L. Dubinsky Mgmt Yes For For Voting Policy Rationale: The board does not include at least one minority director. Ratify KPMG LLP as Auditors Mgmt Yes For For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work. Advisory Vote to Ratify Named Executive Mgmt Yes For For Officers' Compensation 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. The proposal of the proposal is warranted as pay and performance are reasonably aligned at this time. The proposal of the proposal is warranted as pay and performance are reasonably aligned at this time. The proposal of the proposal is warranted as pay and performance are reasonably aligned at this time. The proposal of the proposal is warranted as pay and performance are reasonably aligned at this time. The proposal of the proposal is warranted as pay and performance are reasonably aligned at this time. The proposal of the proposal is warranted as pay and performance are reasonably aligned at this time. The proposal of the proposal is warranted as pay and performance are reasonably aligned at this time.	Elect Director Donna L. Dubinsky Mgmt Yes For For Withhold *Voting Policy Rationale: The board does not include at least one minority director.** 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.** Advisory Vote to Ratify Named Executive Mgmt Yes For For For For Officers' Compensation *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.** *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.** *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. *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. *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. *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. *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. *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. *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. *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.	Elect Director Donna L. Dubinsky Mgmt Yes For For Withhold Withhold Woting Policy Rationale: The board does not include at least one minority director. Ratify KPMG LLP as Auditors Mgmt Yes For For For For For For For Woting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work. Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For Officers' Compensation 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. Petails Custodian Account Number Ballot Status Instructor Name Instructed Name Approver Approved	Proposal Text

Votable

Voting

Vote

Meeting ID: 1331445

Workday, Inc.

Meeting Date: 06/18/2019

Record Date: 04/22/2019

Country: USA

Meeting Type: Annual

Primary C	USIP: 98138H101	Primary ISIN: US9813	8H1014		Primary	SEDOL: B8K6ZD1		Proxy Level:	3
		Shares Voted: 2,275		Votable Sh	nares: 2,275	*Sh	ares on Loan: 0	Shares Instru	ucted: 2,27
otal Ball	ots: 1	Voting Policy: UUA							
roposal umber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.1	Elect Director Carl M. Eschenbach	ı	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is g	ender and racial diver	sity on the bo	ard. There is	s at least 30 pc	ercent diversity.			
1.2	Elect Director Michael M. McNam	ara	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is g	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.			
1.3	Elect Director Jerry Yang		Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: The nominal and racial diversity on the board.				more than 2 pt	ublic companies.The	ere is gender		
2	Ratify Ernst & Young LLP as Audi	tors	Mgmt	Yes	For	For	For	For	

Primary Security ID: 98138H101

Ticker: WDAY



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 re	5 5	,		' '	is	

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 Mgnt, 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 Record Date: 04/24/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: ZUO	urity ID: 98983V106	Meeting ID: 1335875
Primary CUSIP: 98983V106	Primary ISIN: US98983V1061	Primary SEDO	L: 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			

ect Director Timothy Haley	Mgmt	Yes	For	Withhold	Withhold	
				· · · · · · · · · · · · · · · · · · ·	WILHIOU	Withhold
5 5 5	o a sunset requessified board,	uirement, the each of whi	he supermajori ich adversely ir	ity vote requirement to enact mpacts shareholder rights.Les.		
ect Director Magdalena Yesil	Mgmt	Yes	For	Withhold	Withhold	Withhold
n . ec	in changes to the governing documents and the cla 30% of the board is diverse. The nominee is employ t Director Magdalena Yesil	in changes to the governing documents and the classified board, 30% of the board is diverse.The nominee is employed full-time a t Director Magdalena Yesil Mgmt	in changes to the governing documents and the classified board, each of wh 30% of the board is diverse. The nominee is employed full-time and sits on b	in changes to the governing documents and the classified board, each of which adversely in 130% of the board is diverse. The nominee is employed full-time and sits on boards at more It Director Magdalena Yesil Mgmt Yes For	in changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.Less 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies. t Director Magdalena Yesil Mgmt Yes For Withhold	in changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.Less 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies. It Director Magdalena Yesil Mgmt Yes For 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.

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



Zuora, Inc.

Alphabet Inc.

30 percent diversity.

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 Shares Instructed: 940 Total Ballots: 2 Voting Policy: UUA Proposal Votable Voting Vote Number **Proposal Text Proponent** Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction For 1.1 Elect Director Larry Page Mgmt Yes 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 Sergey Brin Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.3 Elect Director John L. Hennessy Mamt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Withhold Withhold 1.4 Elect Director L. John Doerr Mgmt Yes For Withhold 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. Elect Director Roger W. Ferguson, Jr. Withhold 1.5 Mgmt Withhold Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Ann Mather Withhold Withhold Withhold 1.6 For 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. 1.7 Elect Director Alan R. Mulally Mgmt 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 Sundar Pichai For Mgmt Yes 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 K. Ram Shriram Withhold Withhold Withhold Mgmt Yes For 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



vote AGAINST this proposal is warranted.

Alphabet Inc.

Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1.10	Elect Director Robin L. Washington	Mgmt	Yes	For	For	Withhold	Withhol			
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against			
	Voting Policy Rationale: Based on an evaluation of the Scorecard (EPSC), a vote AGAINST this proposal is a transferability of stock options without shareholder aburn rate is excessive; Disclosure of CIC vesting the The plan allows broad discretion to accelerate vesting	varranted due to approval (negative vatment is incomp	the following override);-	key factors:- Plan cost is e	The plan provides for the xcessive;- Three-year average					
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is warranted because it signals to the board a preference for a capital structure that aligns economic ownership with voting power.									
5	Adopt a Policy Prohibiting Inequitable Employment Practices	SH	Yes	Against	For	For	For			
	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.									
6	Establish Societal Risk Oversight Committee	SH	Yes	Against	For	For	For			
	National Delian Betieveles Assets FOR this assessed in	warranted becaus	e the existin	_	ture does not appear to provid	le				
	Voting Policy Rationale: A vote FOR this proposal is adequate oversight on potential risks that the compstakeholders, which, in turn, creates risks for the coreputational damage with users and advertisers.									
7	adequate oversight on potential risks that the compostakeholders, which, in turn, creates risks for the co					For	For			
7	adequate oversight on potential risks that the comp stakeholders, which, in turn, creates risks for the co reputational damage with users and advertisers.	SH warranted as add	f employee i Yes itional inform	Against	For		For			
7	adequate oversight on potential risks that the comp stakeholders, which, in turn, creates risks for the co reputational damage with users and advertisers. Report on Sexual Harassment Policies Voting Policy Rationale: A vote FOR this proposal is	SH warranted as add	f employee i Yes itional inform	Against	For		For			
	adequate oversight on potential risks that the comp stakeholders, which, in turn, creates risks for the co reputational damage with users and advertisers. Report on Sexual Harassment Policies Voting Policy Rationale: A vote FOR this proposal is policies could help shareholders better asses the col	mpany in terms o SH warranted as add mpany s manager. SH warranted as it w	Yes itional informent of relat Yes	Against mation on the ed risks. Against	For company s sexual harassment For					
	adequate oversight on potential risks that the comp stakeholders, which, in turn, creates risks for the co reputational damage with users and advertisers. Report on Sexual Harassment Policies Voting Policy Rationale: A vote FOR this proposal is policies could help shareholders better asses the con Require a Majority Vote for the Election of Directors Voting Policy Rationale: A vote FOR this proposal is	mpany in terms o SH warranted as add mpany s manager. SH warranted as it w	Yes itional informent of relat Yes	Against mation on the ed risks. Against	For company s sexual harassment For					
8	adequate oversight on potential risks that the compstakeholders, which, in turn, creates risks for the coreputational damage with users and advertisers. Report on Sexual Harassment Policies Voting Policy Rationale: A vote FOR this proposal is policies could help shareholders better asses the conference of Directors Voting Policy Rationale: A vote FOR this proposal is election of directors and further enhance the comparations.	SH warranted as add mpany s manager. SH warranted as it w ny's corporate go SH warranted, as sha	Yes Yes itional information of relatives Yes ould give shadering. Yes Yes Yes	Against Against Against Against Against Against Against Against	For For For For For For For For	For	For			



Alphabet Inc.

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 adequate to allow for robust oversight of issues relate 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 majority of the total voting power	l is warranted, g	iven that co	-founders Larr	y Page and Sergey Brin own a		
13	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	For	For	For
	Voting Policy Pationals, A vota FOR this proposal is w	arranted because	a Alphahat'	componentia	n program lacks		
	Voting Policy Rationale: A vote FOR this proposal is we performance-based pay elements, and the adoption or program for executives.		•	•	, -		
14	performance-based pay elements, and the adoption of		•	•	, -	For	For
14	performance-based pay elements, and the adoption of program for executives.	f this proposal r SH warranted becau rights risks, incl	Yes se sharehol	Against	Against nefit from additional	For	For
14	performance-based pay elements, and the adoption of program for executives. Report on Human Rights Risk Assessment Voting Policy Rationale: A vote FOR this resolution is winformation on how the company is assessing human	f this proposal r SH warranted becau rights risks, incl	Yes se sharehol	Against	Against nefit from additional	For	For
	performance-based pay elements, and the adoption of program for executives. Report on Human Rights Risk Assessment Voting Policy Rationale: A vote FOR this resolution is with information on how the company is assessing human compliance with its policies and related oversight mediane.	SH warranted becauting this risks, inclinations. SH arranted because this recommendation of the second of the s	Yes Ise sharehol uding addition Yes The proposition of the proposi	Against ders would be onal information Against Against	Against nefit from additional on on how it is managing For policy would expand the		

Ballot Details

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



Biogen Inc.

Shares Voted: 127 Votable Shares: 127 *Shares on Loan: 0 Shares Instructed: 127

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
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 d	liverse.					
1c	Elect Director Caroline D. Dorsa	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1d	Elect Director William A. Hawkins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1e	Elect Director Nancy L. Learning	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1f	Elect Director Jesus B. Mantas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1g	Elect Director Richard C. Mulligan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1h	Elect Director Robert W. Pangia	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1i	Elect Director Stelios Papadopoulos	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1j	Elect Director Brian S. Posner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d than 2 public companies.	liverse.The no	minee is em	ployed full-tim	e and sits on boards at more		
1k	Elect Director Eric K. Rowinsky	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d than 2 public companies.	liverse.The no	minee is em	ployed full-tim	e and sits on boards at more		
11	Elect Director Lynn Schenk	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1m	Elect Director Stephen A. Sherwin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.The no	minee is em	ployed full-time	e and sits on boards at more		

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.



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 o	diverse.					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	ıdit fees paid a	are attributa	ble to non-aud	it work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 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 Record Date: 04/22/2019	Country: USA Meeting Type: Proxy Contest	Primary Secu Ticker: ERI	rity ID: 28470R102	Meeting ID: 1331379
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 Instruct
	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
	Voting Policy Rationale: DO NOT VOTE on this card.						
1.2	Elect Director Bonnie Biumi	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 Frank J. Fahrenkopf	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote

Voting Policy Rationale: DO NOT VOTE on this card.



Eldorado Resorts, Inc.

	•						
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.4	Elect Director James B. Hawkins	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 Gregory J. Kozicz	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 Michael E. Pegram	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 Thomas R. Reeg	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1.8	Elect Director David P. Tomick	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
1.9	Elect Director Roger P. Wagner	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
5	Opt Out of Nevada Acquisition of Controlling Interest Statute	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
6	Opt Out of Nevada Combinations with Interest Stockholders Statute	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
7	Adopt Simple Majority Vote	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						



Eldorado Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
8	Submit Shareholder Rights Plan (Poison Pill) to Shareholder Vote	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
9	Require a Majority Vote for the Election of Directors	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
	Dissident Proxy (Blue Proxy Card)	Mgmt	No				
1A	Management Nominee Gary L. Carano	SH	Yes	None	For	For	For
	Voting Policy Rationale: A vote FOR the director nomine	es is warrante	d.				
1B	Management Nominee Bonnie Biumi	SH	Yes	None	For	For	For
	Voting Policy Rationale: A vote FOR the director nomine	es is warrante	d.				
1C	Management Nominee Frank J. Fahrenkopf	SH	Yes	None	For	For	For
	Voting Policy Rationale: A vote FOR the director nomine	es is warrante	d.				
1D	Management Nominee James B. Hawkins	SH	Yes	None	For	For	For
	Voting Policy Rationale: A vote FOR the director nomine	es is warrante	d.				
1E	Management Nominee Gregory J. Kozicz	SH	Yes	None	For	For	For
	Voting Policy Rationale: A vote FOR the director nomine	es is warrante	d.				
1F	Management Nominee Michael E. Pegram	SH	Yes	None	For	For	For
	Voting Policy Rationale: A vote FOR the director nomine	es is warrante	d.				
1G	Management Nominee Thomas R. Reeg	SH	Yes	None	For	For	For
	Voting Policy Rationale: A vote FOR the director nomine	es is warrante	d.				
1H	Management Nominee David P. Tomick	SH	Yes	None	For	For	For
	Voting Policy Rationale: A vote FOR the director nomine	es is warrante	d.				
1I	Management Nominee Roger P. Wagner	SH	Yes	None	For	For	For
	Voting Policy Rationale: A vote FOR the director nomine	es is warrante	d.				
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	None	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributa	ble to non-aud	lit work.		
3	Amend Omnibus Stock Plan	Mgmt	Yes	None	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Scored	card evaluation	n (EPSC), a	vote FOR this p	proposal is warranted.		



Eldorado Resorts, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
4	Advisory Vote to Ratify Named Officers' Compensation	I Executive	Mgmt	Yes	None	For		For	For		
	Voting Policy Rationale: A vote significant concerns have been		rranted as pay	and perform	nance are reaso	onably aligned,	and no				
5	Opt Out of Nevada Acquisition Interest Statute	of Controlling	SH	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	rranted, as it w	vould enhand	ce shareholder	rights.					
6	Opt Out of Nevada Combination	ons with	SH	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	rranted, as it w	vould enhand	ce shareholder	rights.					
7	Adopt Simple Majority Vote		SH	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	rranted, as it и	ould enhand	ce shareholder	rights.					
8	Submit Shareholder Rights Pla to Shareholder Vote	n (Poison Pill)	SH	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	rranted, as it и	ould enhand	ce shareholder	rights.					
9	Require a Majority Vote for the Directors	e Election of	SH	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	rranted, as it и	ould enhand	ce shareholder	rights.					
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	estment 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.

Elect Director Amanda Ginsberg

1.1

match Group, Inc.						
Meeting Date: 06/19/2019 Country: USA			ecurity ID: 57665R106	Meeting ID: 1333639		
Record Date: 04/22/2019 Meeting Type: Annual			СН			
Primary CUSIP: 57665R106	Primary ISIN: US57665R1068	Primary SE	DOL: BYT5JW8	Proxy Level: 3		
	Shares Voted: 11,450	Votable Shares: 11,450	*Shares on Loan: 0	Shares Instructed: 11,450		
Total Ballots: 1	Voting Policy: UUA					
Proposal		Votable	Voting	Vote		
Number Proposal Text	Proponent	Proposal Mgmt Rec	ISS Rec Policy Rec	Instruction		

For

Yes

Mgmt

Withhold

Withhold

Withhold



Match Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: WITHHOLD votes are warranted Levin, Glenn Schiffman, Mark Stein, Gregg Winiarski and committee and for failing to establish a board on which a majority independent.The board does not include at leas	Sam Yagan d majority of ti	lue to the co he directors	mpany's lack o	f a formal nominating		
1.2	Elect Director Joseph Levin	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted Levin, Glenn Schiffman, Mark Stein, Gregg Winiarski and committee and for failing to establish a board on which a majority independent. The board does not include at leas boards at more than 2 public companies.	Sam Yagan d majority of ti	lue to the co he directors	mpany's lack o are independe	f a formal nominating nt directors.The board is not		
1.3	Elect Director Ann L. McDaniel	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indepe	ndent.The bo	ard does no	t include at lea	st one minority director.		
1.4	Elect Director Thomas J. McInerney	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent	ndent.The bo	ard does no	t include at lea	st one minority director.		
1.5	Elect Director Glenn H. Schiffman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted Levin, Glenn Schiffman, Mark Stein, Gregg Winiarski and committee and for failing to establish a board on which a majority independent. The board does not include at leas	Sam Yagan d majority of ti	lue to the co he directors	mpany's lack o	f a formal nominating		
1.6	Elect Director Pamela S. Seymon	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indepe	ndent.The bo	ard does no	t include at lea.	st one minority director.		
1.7	Elect Director Alan G. Spoon	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indepe	ndent.The bo	ard does no	t include at lea	st one minority director.		
1.8	Elect Director Mark Stein	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted Levin, Glenn Schiffman, Mark Stein, Gregg Winiarski and committee and for failing to establish a board on which a majority independent. The board does not include at leas	Sam Yagan d majority of ti	lue to the co he directors	mpany's lack o	f a formal nominating		
1.9	Elect Director Gregg Winiarski	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted Levin, Glenn Schiffman, Mark Stein, Gregg Winiarski and committee and for failing to establish a board on which a majority independent. The board does not include at leas	Sam Yagan d majority of ti	lue to the co he directors	mpany's lack o	f a formal nominating		
1.10	Elect Director Sam Yagan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted Levin, Glenn Schiffman, Mark Stein, Gregg Winiarski and committee and for failing to establish a board on which a majority independent.The board does not include at leas	Sam Yagan d majority of ti	lue to the co he directors	mpany's lack o	f a formal nominating		



Match Group, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.	a concern is noted, a v	ote FOR this p	proposal is i	warranted as pa	ay and perforn	nance are				
3	Ratify Ernst & Young LLP as Aud	litors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than	25 percent of total aud	dit fees paid a	re attributa	ble to non-audi	it work.					
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot State	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Sands Cap	oital Mgnt, 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 Record Date: 04/22/2019	Country: USA Meeting Type: Annual	Primary Securi Ticker: ATVI	ity ID: 00507V109	Meeting ID: 1328367
Primary CUSIP: 00507V109	507V109 Primary ISIN: US00507V1098		2575818	Proxy Level: 3
Total Ballots: 1	Shares Voted: 6,516 Voting Policy: UUA	Votable Shares: 6,516	*Shares on Loan: 0	Shares Instructed: 6,516

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director Reveta Bowers	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.2	Elect Director Robert Corti	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a and non-audit fees exceed 25% of the aggregate fees p				mber of the audit committee		
1.3	Elect Director Hendrik Hartong, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a and non-audit fees exceed 25% of the aggregate fees p				mber of the audit committee		
1.4	Elect Director Brian Kelly	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.5	Elect Director Robert A. Kotick	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					



6,516

6,516

6,516

6,516

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 Instruct	ion	
1.6	Elect Director Barry Meyer		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30	0% of the board is div	verse.								
1.7	Elect Director Robert Morgado		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30	0% of the board is div	verse.								
1.8	Elect Director Peter Nolan		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30 and non-audit fees exceed 25% of to					mber of the au	dit committee				
1.9	Elect Director Casey Wasserman		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30	0% of the board is div	verse.								
1.10	Elect Director Elaine Wynn		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30	0% of the board is div	verse.								
2	Advisory Vote to Ratify Named Exe Officers' Compensation	cutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR However, concerns are noted regard. The annual incentive has a large por of the annual bonus has paid out be the CEO's 2018 equity awards lacked which was aligned with company per award opportunities that raise concerns.	ling the CEO's annual tion based on "strate low the level of the fi d performance vesting rformance. Finally, the	and long-tengic objectives nancial metrion criteria, tho e CEO's legace	m incentive 5" that lack of cs over the ugh a prior cy employm	awards that wo disclosure of pe past few years. performance av ent agreement	arrant continue erformance, the In addition, the ward achieved	ed monitoring. ough this portion he majority of no payout,	7			
3	Ratify PricewaterhouseCoopers LLP Auditors	' as	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Greater than	n 25 percent of total a	audit fees pai	id are attribu	ıtable to non-a	udit work.					
Ballot D	Petails										
		Custodian Account Number	Ballot Statu	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Delta Air Lines, Inc.

Sands Capital Mgnt, 6728029078

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

Auto-Instructed

06/05/2019

Auto-Approved

06/05/2019

Total Shares:

Confirmed

6728029078



Delta Air Lines, Inc.

review.

Total Ball	Shares Voted: 955 ots: 1 Voting Policy: UUA		Votable Si	nares: 955		*Shares on Loan: 0	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Edward H. Bastian	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There is	s at least 30 pe	ercent diversity	:	
1b	Elect Director Francis S. Blake	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There is	s at least 30 pe	ercent diversity	:	
1c	Elect Director Daniel A. Carp	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There is	s at least 30 pe	ercent diversity	:	
1d	Elect Director Ashton B. Carter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 pe	ercent diversity	:	
1e	Elect Director David G. DeWalt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 pe	ercent diversity	:	
1f	Elect Director William H. Easter, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed ful and racial diversity on the board. There is at least 30			more than 2 pt	ublic companies	s.There is gender	
1g	Elect Director Christopher A. Hazleton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 pe	ercent diversity		
1h	Elect Director Michael P. Huerta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 pe	ercent diversity		
1i	Elect Director Jeanne P. Jackson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed ful and racial diversity on the board. There is at least 30			more than 2 po	ublic companies	s.There is gender	
1j	Elect Director George N. Mattson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There i	s at least 30 pe	ercent diversity	:	
1k	Elect Director Sergio A. L. Rial	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 pe	ercent diversity		
11	Elect Director Kathy N. Waller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There is	s at least 30 pc	ercent diversity	:	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For



Delta Air Lines, Inc.

Proposal Text

Proposal

Number

3	Ratify Ernst & Young LLP as	Auditors	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: Less to	han 25 percent of total	audit fees paid	d are attribu	table to non-aud	it work.				
4	Provide Right to Act by Writte	en Consent	SH	Yes	Against	For		For	For	
	Voting Policy Rationale: A vote shareholder rights.	e FOR this proposal is w	arranted giver	n that the al	bility to act by wr	itten consent v	would enhance			
	t Details	Custodian			Instructor	Date	Approver	Date		
(IA Na	me, IA Number)	Account Number	Ballot St	tatus	Name	Instructed	Name	Approved	Votable Shares	Shares Voted
Rhumbl	line Custom S&P Index, 6728029082	6728029082	Confirme	d	Auto-Instructed	06/04/2019	Auto-Approved	06/04/2019	955	955
								Total Shares	955	955

ISS Rec

Votable

Proposal Mgmt Rec

Proponent

Voting

Policy Rec

Vote

Instruction

PVH Corp.

Meeting Date: 06/20/2019 Record Date: 04/23/2019	Country: USA Meeting Type: Annual	Primary Se Ticker: PVI	ecurity ID: 693656100	Meeting ID: 1335293
Primary CUSIP: 693656100	100 Primary ISIN: US6936561009		POL: B3V9F12	Proxy Level: 3
Total Ballots: 1	Shares Voted: 71 Voting Policy: UUA	Votable Shares: 71	*Shares on Loan: 0	Shares Instructed: 71

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Mary Baglivo	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is empand racial diversity on the board. There is at	,		more than 2 pu	ublic companies.Ther	e is gender	
1b	Elect Director Brent Callinicos	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and	racial diversity on the boo	ard. There i	s at least 30 pe	ercent diversity.		
1c	Elect Director Emanuel Chirico	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and	racial diversity on the boo	ard. There i	s at least 30 pe	ercent diversity.		
1d	Elect Director Juan R. Figuereo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and	I racial diversity on the boo	ard. There i	s at least 30 pe	ercent diversity.		
1e	Elect Director Joseph B. Fuller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and	racial diversity on the boo	ard. There i	s at least 30 pe	ercent diversity.		
1f	Elect Director V. James Marino	Mgmt	Yes	For	For	For	For



PVH Corp.

	Proposal Text	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Vote Instruct
1g	Elect Director G. Penny McIntyre	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Amy McPherson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Henry Nasella	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Edward R. Rosenfeld	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director Craig Rydin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pc	ercent diversity.		
11	Elect Director Judith Amanda Sourry Knox	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There is	s at least 30 pe	ercent 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 we	arranted as pay	and perforn	nance are reas	onably aligned at this time.		
3	Eliminate Supermajority Vote Requirement for Certain Transactions	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is we to approve certain transactions enhances shareholder		that the elim	ination of the :	supermajority vote requireme	nt	
4	Eliminate Supermajority Vote Requirement for By-Law Amendments	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is we to amend the bylaws enhances shareholder rights.	arranted given t	that the redu	ıction in the su	permajority vote requirement		
5	Ratify Ernst & Young LLP as Auditor	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	05/28/2019	Auto-Approved	05/28/2019	71	71
			_			Total Shares:	71	71



CommScope Holding Company, Inc.

Meeting Date: 06/21/2019 Record Date: 05/15/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: COM	curity ID: 20337X109 M	Meeting ID: 1340054
Primary CUSIP: 20337X109	Primary ISIN: US20337X1090	Primary SED	DL: BFRBX34	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 Instruct				
1a	Elect Director Marvin "Eddie" S. Edwards, Jr.	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.										
1b	Elect Director Claudius "Bud" E. Watts, IV	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The board does not include	e at least one mino.	rity director.	Less than 30%	of the board is diverse.						
1c	Elect Director Timothy T. Yates	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The board does not include	e at least one mino	rity director.	Less than 30%	of the board is diverse.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: Less than 25 percent of too	tal audit fees paid a	are attributa	ble to non-aud	it work.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against				
	Voting Policy Rationale: A vote AGAINST this proportion concerns were identified with respect to the long-te				•						
	PSUs was measured annually. In FY18, the commit	ttee approved a len	gthened LT	T term from one	e 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 sharehold	-	-	•							
	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	06/10/2019	Auto-Approved	06/10/2019	100	100
						Total Shares:	100	100

DuPont de Nemours, Inc.

Meeting Date: 06/25/2019 Record Date: 04/26/2019	Country: USA Meeting Type: Annual	Primary Security ID: 26614N102 Ticker: DD	Meeting ID: 1333412
Primary CUSIP: 26614N102	Primary ISIN: US26614N1028	Primary SEDOL: BK0VN47	Proxy Level: 3



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 Instruct
1a	Elect Director Edward D. Breen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1b	Elect Director Ruby R. Chandy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1c	Elect Director Franklin K. Clyburn, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1d	Elect Director Terrence R. Curtin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1e	Elect Director Alexander M. Cutler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1f	Elect Director C. Marc Doyle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1g	Elect Director Eleuthere I. du Pont	Mgmt	Yes	For	For	For	For
-	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1h	Elect Director Rajiv L. Gupta	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed f					-	J
	and racial diversity on the board. There is at least 3			,	•	J	
1i	Elect Director Luther C. Kissam	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1j	Elect Director Frederick M. Lowery	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1k	Elect Director Raymond J. Milchovich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
11	Elect Director Steven M. Sterin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There is	s at least 30 p	ercent 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 Shareholders should nonetheless continue monitoring the company's pay decisions and disclosures as it emerges from its long-planned transformation.



DuPont de Nemours, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Less than 25 percent of total au	dit fees paid a	are attributal	ble to non-audi	t work.		
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn shareholder rights.	ranted given ti	hat the abilit	y to act by wri	tten consent would enhance		
5	Report on Pay Disparity	SH	Yes	Against	Against	For	For
6	disparities between executives and regular employees of shareholder of whether executive compensation practices senior executives and rank-and-file employees could pos- well as a company's standing in the communities in which Report on Public Health Risks of Petrochemical Operations in Flood Prone Areas	es are reasona se risks to long	ble and fair;	and- Excessive	e pay disparities between	es For	For
	Voting Policy Rationale: A vote FOR this resolution is wa providing them additional information on the public heal enable them to better assess the company's management	th risks associ	iated with th		, , ,		
7	Report on Efforts to Reduce Plastic Pellet Pollution	SH	Yes	Against	Against	For	For
Ballot D	Voting Policy Rationale: A vote FOR this proposal is wan pollution, including discussion of pellet loss prevention, details				an annual report on plastic		

1.1

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.

Elect Director Robert E. Hoffman

Meeting Date: 06/25/2019 Record Date: 04/26/2019	Country: USA Meeting Type: Annual	Primary Security ID: 50 Ticker: KURA	127T109 Meeting ID: 1332743
Primary CUSIP: 50127T109	Primary ISIN: US50127T1097	Primary SEDOL: BYZD465	Proxy Level: 1
	Shares Voted: 2,569	Votable Shares: 2,569 *S	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 Vote Policy Rec Instruction

Yes

Mgmt

Withhold

Withhold

Withhold

For



Kura Oncology, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
	Voting Policy Rationale: WITHH Malley given the board's failure certain changes to the governin and sits on boards at more than	to remove, or submit to g documents which adv	o a sunset requ	iirement, th	e supermajority	vote requiren	nent to enact				
1.2	Elect Director Thomas Malley		Mgmt	Yes	For	Withhold		Withhold	Withhold		
2	Malley given the board's failure certain changes to the governin and sits on boards at more than Ratify Ernst & Young LLP as Al	g documents which adv 2 public companies.						For	For		
	Voting Policy Rationale: Less the	an 25 percent of total a	audit fees paid a	are attributa	able to non-audi	it work.					
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	stment 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 Record Date: 04/26/2019	Country: Ireland Meeting Type: Annual		Primary Security ID: Ticker: WFTIF	G48833100	Meeting ID: 1333310
Primary CUSIP: G48833100	Primary ISIN: IE00BLNN3691		Primary SEDOL: BLNN36	9	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 11,677 Voting Policy: UUA	Votable Shares	: 11,677	*Shares on Loan: 0	Shares Instructed: 11,677

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
Elect Director Mohamed A. Awad	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial	l diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
Elect Director Roxanne J. Decyk	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial	l diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
Elect Director John D. Gass	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial	l diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
Elect Director Emyr Jones Parry	Mgmt	Yes	For	For	For	For
	Proposal Text Elect Director Mohamed A. Awad Voting Policy Rationale: There is gender and racial Elect Director Roxanne J. Decyk Voting Policy Rationale: There is gender and racial Elect Director John D. Gass Voting Policy Rationale: There is gender and racial	Elect Director Mohamed A. Awad Mgmt Voting Policy Rationale: There is gender and racial diversity on the box Elect Director Roxanne J. Decyk Mgmt Voting Policy Rationale: There is gender and racial diversity on the box Elect Director John D. Gass Mgmt Voting Policy Rationale: There is gender and racial diversity on the box	Proposal Text Proponent Proposal Elect Director Mohamed A. Awad Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is Elect Director Roxanne J. Decyk Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is Elect Director John D. Gass Mgmt Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is Voting Policy Rationale: There is gender and racial diversity on the board. There is	Proposal Text Elect Director Mohamed A. Awad Mgmt Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per least 30 p	Proposal Text Proposal Text Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Roxanne J. Decyk Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director John D. Gass Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director John D. Gass Mgmt Yes For For	Proposal Text Proposal Text Proposal Mgmt Rec ISS Rec Policy Rec Elect Director Mohamed A. Awad Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Roxanne J. Decyk Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director John D. Gass Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



recommended limits.

Weatherford International plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1e	Elect Director Francis S. Kalman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director David S. King	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director William E. Macaulay	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Mark A. McCollum	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Angela A. Minas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Guillermo Ortiz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full and racial diversity on the board. There is at least 30			more than 2 pt	ıblic companies.There is gen	der	
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
	Voting Policy Rationale: A vote FOR this item is warra non-audit purposes.	nted because on	ly 1.39 perc	ent of the fees	paid to the auditor are for		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is w and target goals are rigorous. In addition, the LTI add goals, with relative TSR payout capped at target if ab programs, as the company has disclosed discretionary	opted a multi-yed solute TSR is neg	ar performar gative. Neve	nce period and ortheless, inves	discloses forward-looking tors should closely monitor p	pay	
4	Approve Reverse Stock Split	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is w proportionately reduced following the reverse split. In shares on the NYSE.				•	y	
5	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is w reasonable, and there are no substantial concerns wit				· · · · · · · · · · · · · · · · · · ·	is	
6	Authorise Issue of Equity	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions recommended limits.	is warranted bed	cause the pr	oposed amour	nts and durations are within		
	Authorise Issue of Equity without Pre-emptive	Mgmt	Yes	For	For	For	For

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



Weatherford International plc

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
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 S 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 D	etails										
	Institutional Account Detail Custodian (IA Name, IA Number) Account Number		Ballot Stat	cus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	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 Record Date: 05/16/2019 Primary CUSIP: 021346101		Country: USA Meeting Type: Spe		Primary Security ID: 021346101 Ticker: AABA						056	
		Primary ISIN: US0213461017		Primary SEDOL: BF6V3T1					Proxy Level: 4		
otal Ballots: 1		Shares Voted: 70 Voting Policy: UUA		Votable Shares: 70		*Shares on Loan: 0			Shares Instructed: 70		
Proposal Number	Proposal Text	Proponen		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 alternative for shareholders at t		arranted given t	hat liquidati	on appears to I	be the most re	easonable			_	
2	Adjourn Meeting		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote dissolution is warranted.	FOR this proposal is wa	arranted given t	hat support	for the underly	ving plan of liq	uidation and			_	
Ballot D	etails										
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	06/10/2019	Auto-Approved	06/10/2019		70	70
								Total Shares		70	70



The Kroger Co.

Primary Security ID: 501044101 Meeting ID: 1337730 Meeting Date: 06/27/2019 Country: USA Record Date: 05/01/2019 Meeting Type: Annual Ticker: KR Primary SEDOL: 2497406 Primary CUSIP: 501044101 Primary ISIN: US5010441013 Proxy Level: 3 Shares Voted: 1,134 Votable Shares: 1,134 *Shares on Loan: 0 Shares Instructed: 1,134 Total Ballots: 1 Voting Policy: UUA

Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director Nora A. Aufreiter Mgmt Yes For For For For 1a Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Anne Gates 1b Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Susan J. Kropf Mgmt For 1c Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1d Elect Director W. Rodney McMullen Mgmt Yes 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. Elect Director Jorge P. Montoya Mgmt Yes For For For 1e For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1f Elect Director Clyde R. Moore Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1g Elect Director James A. Runde Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Mgmt 1h Elect Director Ronald L. Sargent 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 Bobby S. Shackouls Mamt For For For Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Mark S. Sutton Mgmt For 1i Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1k Elect Director Ashok Vemuri Mamt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Advisory Vote to Ratify Named Executive Mgmt Yes For For For For Officers' Compensation

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.

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



Voting

Vote

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	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
3	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.										
4	Amend Bylaws		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted as, if adopted, it would allow the board the flexibility to keep the bylaws updated while maintaining shareholders' right to amend the bylaws absent prior board approval.									-	
5	Ratify PricewaterhouseCoopers LLC 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.										
6	Assess Environmental Impact Non-Recyclable Packaging	SH	Yes	Against	For		For	For			
	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.										
7	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 D	Petails										
	Institutional Account Detail Custodian (IA Name, IA Number) Account Number		Ballot Sta	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	Rhumbline Custom S&P Index, 6728029082 672802908		Confirmed		Auto-Instructed	06/12/2019	Auto-Approved	06/12/2019		1,134	1,134
								Total Shares	:	1,134	1,134

Votable

Vote Summary Report



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