

### **Caesars Entertainment Corporation**

_	<b>Date:</b> 07/02/2019 <b>Date:</b> 05/06/2019	Country: USA Meeting Type: Annu	ual		Primar Ticker:	<b>y Security ID:</b> 127686103 CZR		<b>Meeting ID:</b> 1338074	
rimary C	<b>USIP:</b> 127686103	Primary ISIN: US1276	861036		Primary	SEDOL: B3TDL41		Proxy Level: 2	
otal Ball	ots: 1	Shares Voted: 262 Voting Policy: UUA		Votable Si	<b>hares:</b> 262	*Shares on	L <b>oan:</b> 0	Shares Instructed: 262	
Proposal lumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1a	Elect Director Thomas Benning	er	Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: The boa	rd does not include at l	east one mino	ority director.	Less than 309	% of the board is diverse.			
1b	Elect Director Juliana Chugg		Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: The boa	rd does not include at l	east one mino	ority director	Less than 309	% of the board is diverse.			
1c	Elect Director Keith Cozza		Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: The boa nominee is employed full-time an			,		% of the board is diverse.The	•		
1d	Elect Director John Dionne		Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: The boa	rd does not include at l	east one mino	ority director	Less than 309	% of the board is diverse.			
1e	Elect Director James Hunt		Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: The boa	rd does not include at l	east one mino	ority director	Less than 309	% of the board is diverse.			
1f	Elect Director Courtney R. Math	ner	Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: The boa nominee is employed full-time a					% of the board is diverse.The	•		
1g	Elect Director Anthony Rodio		Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: The boa	rd does not include at l	east one mino	ority director	Less than 309	% of the board is diverse.			
1h	Elect Director Richard Schifter		Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: The boa	rd does not include at l	east one mino	ority director	Less than 309	% 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 F regarding the equity program, the program is based primarily on programance. The company also and appear to overlap with the Stastly, CEO pay declined signification when the support of the produces of the	ne company has made a re-set, objective perform implemented performa STI program, the compa antly year-over-year, in	a number of in mance metrics, nce equity in . any will introde the absence o	nprovements , with goals 2018 and, w uce a multi-y of special aw	s to pay progra requiring impra Prile performan Prigram performan Prigram performan Prigram prigram pr	ams. The annual incentive ovement above the prior yea nce targets were not disclose nce period for 2019 awards. new CEO's pay appears to b	d		
3	Advisory Vote on Say on Pay Fr	requency	Mgmt	Yes	One Year	One Year	One Year	One Year	
	Voting Policy Rationale: A vote for	or the adoption of an Al	NNUAL say-on	-pay freque	ncy is warrant	ed.			
4	Ratify Deloitte & Touche LLP as	S 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.



### **Caesars Entertainment Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wirights.	arranted as the	ability to cal	l special meeti	ngs would enhance shareho	der	
6	Amendment to the Company's Charter to Restrict the Company's Ability to Adopt Any	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	06/11/2019	Auto-Approved	06/11/2019	262	262
						Total Shares:	262	262

### **Dell Technologies Inc.**

Meeting Date: 07/09/2019 Record Date: 05/13/2019	Country: USA Meeting Type: Annual		Primary Security ID: 24703L202 Ticker: DELL	Meeting ID: 1342577
Primary CUSIP: 24703L202	Primary ISIN: US24703L2025		Primary SEDOL: BHKD3S6	Proxy Level: 3
Total Ballots: 1	Shares Voted: 106 Voting Policy: UUA	Votable Shares:	106 *Shares on Loan: 0	Shares Instructed: 106

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael S. Dell	Mgmt	Yes	For	Withhold	Withhold	Withhold

Voting Policy Rationale: WITHHOLD votes are warranted for Michael Dell and Egon Durban for serving as non-independent members of certain key board committees. WITHHOLD votes are also warranted for Michael Dell, David Dorman, Egon Durban, William Green, Ellen Kullman, and Simon Patterson given the board's failure to remove, or subject to a sunset requirement, its multi-class capital structure. 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. The nominee is employed full-time and sits on boards at more than 2 public companies.

Elect Director David W. Dorman 1.2 Yes For Withhold Withhold Withhold Mgmt

Voting Policy Rationale: WITHHOLD votes are warranted for Michael Dell and Egon Durban for serving as non-independent members of certain key board committees. WITHHOLD votes are also warranted for Michael Dell, David Dorman, Egon Durban, William Green, Ellen Kullman, and Simon Patterson given the board's failure to remove, or subject to a sunset requirement, its multi-class capital structure. 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.



# **Dell Technologies Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Egon Durban	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warra members of certain key board committees. WITHHO William Green, Ellen Kullman, and Simon Patterson of multi-class capital structure. The board does not inclu- diverse. The nominee is non-independent and sits on more than 2 public companies.	OLD votes are also given the board's Jude at least one n	warranted in the warranted in the warranted in the warrante in the warrante warrante warrante in the warrante warrante in the warrante war	for Michael De move, or subje ctor.Less than	ll, David Dorman, Egon Durbai cct to a sunset requirement, its 30% of the board is	•	
1.4	Elect Director William D. Green	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warra members of certain key board committees. WITHHO Durban, William Green, Ellen Kullman, and Simon Pa requirement, its multi-class capital structure. The board is diverse.	OLD votes are also atterson given the	o warranted board's fail	for Michael De ure to remove,	ell, David Dorman, Egon or subject to a sunset		
1.5	Elect Director Ellen J. Kullman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warra members of certain key board committees. WITHHO Durban, William Green, Ellen Kullman, and Simon Pa requirement, its multi-class capital structure. The board board is diverse.	OLD votes are also atterson given the	o warranted board's faile	for Michael De ure to remove,	ell, David Dorman, Egon or subject to a sunset		
1.6	Elect Director Simon Patterson	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warra members of certain key board committees. WITHHO Durban, William Green, Ellen Kullman, and Simon Pa requirement, its multi-class capital structure. The board board is diverse.	OLD votes are also atterson given the	o warranted board's faile	for Michael De ure to remove,	ell, David Dorman, Egon or subject to a sunset		
1.7	Elect Director Lynn M. Vojvodich	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include nominee is employed full-time and sits on boards at		•		of the board is diverse.The		
2	Ratify PricewaterhouseCoopers 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

### **Ballot Details**

and- The plan allows broad discretion to accelerate vesting.

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	06/21/2019	Auto-Approved	06/21/2019	106	106
			_			Total Shares:	106	106



### **Dell Technologies Inc.**

### **Alibaba Group Holding Limited**

Meeting Date: 07/15/2019 Country: Cayman Islands Primary Security ID: 01609W102 **Meeting ID:** 1346905 Record Date: 06/07/2019 Ticker: BABA Meeting Type: Annual Primary CUSIP: 01609W102 Primary ISIN: US01609W1027 Primary SEDOL: BP41ZD1 Proxy Level: N/A Shares Voted: 9,004 Votable Shares: 9,004 \*Shares on Loan: 0 Shares Instructed: 9,004 Total Ballots: 2 Voting Policy: UUA Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Meeting for ADR Holders Mgmt Nο 1 Approve Share Subdivision Mgmt Yes For For For For Voting Policy Rationale: A vote FOR this proposal is warranted given that the rationale is reasonable and the proposal appears to be in shareholders' best interests. 2.1 Elect Daniel Yong Zhang as Director Mgmt Yes For Against Against Against Voting Policy Rationale: The board is not majority independent. The nominee is employed full-time and sits on boards at more than 2 public companies. There is at least 30 percent diversity. 2.2 Elect Chee Hwa Tung as Director Mgmt Yes For For Against Against Voting Policy Rationale: The board is not majority independent. There is at least 30 percent diversity. 2.3 Elect Jerry Yang as Director Mgmt Against Against Voting Policy Rationale: The board is not majority independent. There is at least 30 percent diversity. 2.4 Elect Wan Ling Martello as Director Against Against Voting Policy Rationale: The board is not majority independent. There is at least 30 percent diversity. 3 Ratify PricewaterhouseCoopers as Auditors For For Mgmt 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 Approver Date **Ballot Status** Votable Shares (IA Name, IA Number) Account Number Name Instructed Approved Shares Voted Sands Capital Mgnt, 6728029078 6728029078 06/24/2019 8,975 Confirmed Auto-Instructed 06/24/2019 Auto-Approved 8,975 Socially Responsible Investing, 6728029075 6728029075 Confirmed Auto-Instructed 06/24/2019 Auto-Approved 06/24/2019 29 29 **Total Shares:** 9,004 9,004



### **VF Corporation**

Meeting Date: 07/16/2019Country: USAPrimary Security ID: 918204108Meeting ID: 1345834Record Date: 05/22/2019Meeting Type: AnnualTicker: VFC

 Primary CUSIP: 918204108
 Primary ISIN: US9182041080
 Primary SEDOL: 2928683
 Proxy Level: 3

Shares Voted: 608 Votable Shares: 608 \*Shares on Loan: 0 Shares Instructed: 608

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard T. Carucci	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 Juliana L. Chugg	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 Benno Dorer	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 S. Hoplamazian	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 Laura W. Lang	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 W. Alan McCollough	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 W. Rodney McMullen	Mgmt	Yes	For	For	Withhold	Withhold
	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 is	5	
1.8	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	at least 30 pe	ercent diversity.		
1.9	Elect Director Steven E. Rendle	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 Carol L. 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.		
1.11	Elect Director Matthew J. Shattock	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.		
1.12	Elect Director Veronica B. Wu	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.		



608

608

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **VF Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruc	tion	
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.	h some concerns are no	ted, a vote FC	OR this prop	osal is warrante	ed as pay and	performance ar	е		-	
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 a	are attributa	able to non-aud	it work.				_	
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	ue	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
-	· · · · · ·			us							
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	06/24/2019	Auto-Approved	06/24/2019		608	608

**Total Shares:** 

### **Linde plc**

-				
Meeting Date: 07/26/2019	Country: Ireland	Primary Sec	urity ID: G5494J103	Meeting ID: 1310953
<b>Record Date:</b> 07/24/2019	Meeting Type: Annual	Ticker: LIN		
Primary CUSIP: G5494J103	Primary ISIN: IE00BZ12WP82	Primary SEDO	L: BZ12WP8	Proxy Level: N/A
	Shares Voted: 42	Votable Shares: 42	*Shares on Loan: 0	Shares Instructed: 42
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 Wolfgang H. Reitzle	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 Stephen F. Angel	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 Ann-Kristin Achleitner	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 Clemens A. H. Borsig	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 Nance K. Dicciani	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 Thomas Enders	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.		



### **Linde plc**

**Ballot Details** 

Institutional Account Detail (IA Name, IA Number)

Socially Responsible Investing, 6728029075

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi				
1g	Elect Director Franz Fehrenbach	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	oard. There is	s at least 30 p	ercent diversity.						
1h	Elect Director Edward G. Galante	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	oard. There is	s at least 30 p	ercent diversity.						
1i	Elect Director Larry D. McVay	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	oard. There is	s at least 30 p	ercent diversity.						
1j	Elect Director Victoria E. Ossadnik	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	oard. There is	s at least 30 p	ercent diversity.						
1k	Elect Director Martin H. Richenhagen	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 pt			more than 2 p	ublic companies.There is geno	ler					
11	Elect Director Robert L. Wood	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 p.			more than 2 p	ublic companies.There is geno	ler					
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: Less than 25 percent of total at	udit fees paid	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 item is warrant identified.	ted because th	nis is a routin	ne item and no	significant concerns have bee	en					
3	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this resolution is will identified.	arranted becau	use this is a l	routine item ai	nd no concerns have been						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this proposal is warranted. The CEO's elevated pay for 2018 is due primarily to pension plan payouts, which does not raise concern given that the payouts were made within the terms of the SRIP plan in connection with the change-in-control of the company. Although the CEO received a sizable LTI award, the company's TSR and financial performance was strong. In addition, 2018 annual incentive payouts were predominantly tied to objective financial measures, and the 2019 annual incentive program also appears to remain predominantly tied to objective financial goals. While LTI awards were impacted due to the planned business combination, the LTI awards for 2019 will be 50 percent performance-conditioned.										
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year				

**Ballot Status** 

Confirmed

Custodian

6728029075

**Account Number** 

Instructor

Auto-Instructed

Instructed

07/02/2019

Name

Auto-Approved

Name

Date

Approved

07/02/2019

**Votable Shares** 

42

**Shares Voted** 

42



Country: USA

Meeting Type: Annual

### **Linde plc**

Total Shares:	42	42

**Meeting ID:** 1348665

### Legg Mason, Inc.

Meeting Date: 07/30/2019

Record Date: 05/29/2019

1.9

Elect Director Joseph A. Sullivan

Officers' Compensation

Advisory Vote to Ratify Named Executive

Primary CUSIP: 524901105 Primary ISIN: US5249011058 Primary SEDOL: 2510615 Proxy Level: 3 Shares Voted: 488 **Votable Shares: 488** \*Shares on Loan: 0 **Shares Instructed: 488** Voting Policy: UUA Total Ballots: 1 Votable Voting Vote Proposal Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction 1.1 Elect Director Robert E. Angelica 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. 1.2 Elect Director Carol Anthony "John" Davidson Mgmt Yes For Withhold Withhold 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. 1.3 Elect Director Edward P. Garden For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Michelle J. Goldberg 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 Stephen C. Hooley 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 John V. Murphy Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.7 Elect Director Nelson Peltz Withhold Withhold 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. 1.8 Elect Director Alison A. Quirk For Mamt 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: 524901105

Ticker: LM

Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The fact that annual incentives are ultimately based on committee discretion raises some concern, although the performance factors considered are clearly disclosed, appear reasonably challenging and the decline in the CEO's FY19 performance pay traced the company's underperformance. The rigor of the performance conditions attached to the PSUs continues to raise concern and warrants continued shareholder monitoring.

Mgmt

Mgmt

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

Yes

Yes

For

For

For

For

For

For

For



Meeting ID: 1345511

Reporting Period: 07/01/2019 to 06/30/2020 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	
3	Ratify PricewaterhouseCooper Auditors	s LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.										
4	Eliminate Supermajority Vote	Requirement	SH	Yes	None	For		For	For		
	Voting Policy Rationale: A vote enhances shareholder rights.	FOR this proposal is wa	rranted given t	that eliminat	ion of the supe	ermajority vote	requirement				
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	07/18/2019	Auto-Approved	07/18/2019		488	488
								Total Shares		488	488

Primary Security ID: G8473T100

Ticker: STE

### **STERIS** plc

Meeting Date: 07/30/2019

**Record Date:** 05/30/2019

Country: Ireland

Meeting Type: Annual

Primary C	CUSIP: G8473T100	Primary ISIN: IE00BFY		Primary	SEDOL: BFY8C75		Proxy Level: N/A	
Total Ball	ots: 1	Shares Voted: 136 Voting Policy: UUA		Votable Sh	nares: 136	*Share	s on Loan: 0	Shares Instructed: 136
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard C. Breed	en	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nor aggregate fees paid to the compercent diversity.							
1b	Elect Director Cynthia L. Feldm	ann	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nor aggregate fees paid to the compercent diversity.							
1c	Elect Director Jacqueline B. Ko	secoff	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nor and racial diversity on the board							
1d	Elect Director David B. Lewis		Mgmt	Yes	For	For	Against	Against
10	Voting Policy Rationale: The nor aggregate fees paid to the compercent diversity.							



# **STERIS** plc

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1e	Elect Director Walter M. Rosebrou	ıgh, Jr.	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'</i> .				
1f	Elect Director Nirav R. Shah		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'</i> .				
1g	Elect Director Mohsen M. Sohi		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'</i> .				
1h	Elect Director Richard M. Steeves		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is ge	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'</i> .				
2	Ratify Ernst & Young LLP as Audit	tor	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Greater the	an 25 percent of total	l audit fees pa	id are attrib	utable to non-a	audit work.					
3	Appoint Ernst & Young Chartered as Irish Statutory Auditor	Accountants	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Greater the	an 25 percent of total	l audit fees pa	id are attrib	utable to non-a	audit work.					
4	Authorize Board to Fix Remunerat Auditors	tion of	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR concerns have been identified.	R this proposal is war	ranted becaus	e this is a ro	outine item and	no corporate	governance				
5	Advisory Vote to Ratify Named Ex Officers' Compensation	ecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although a reasonably aligned at this time.	a concern is noted, a	vote FOR this	proposal is I	warranted as p	ay and perform	nance 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
Rhumbline	2 Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	07/12/2019	Auto-Approved	07/12/2019		136	136

### **SunTrust Banks, Inc.**

Meeting Date: 07/30/2019	Country: USA	Primary Security ID: 867914103	Meeting ID: 1348532
<b>Record Date:</b> 06/24/2019	Meeting Type: Special	Ticker: STI	
<b>Primary CUSIP:</b> 867914103	Primary ISIN: US8679141031	Primary SEDOL: 2860990	Proxy Level: 5



Shares Instructed: 173

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **SunTrust Banks, Inc.**

Total Ball	ots: 1 Voting Policy:	UUA						
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: The strategic rationale apsynergies which would result in the merger being			•				
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For	

\*Shares on Loan: 0

Votable Shares: 173

Adjourn Meeting Mgmt Yes For For

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

addition, cash severance is double trigger and reasonably based, and no excise tax gross-ups are payable.

Voting Policy Rationale: A vote FOR this proposal is warranted. NEOs' outstanding equity is subject to double-trigger vesting. In

Shares Voted: 173

#### **Ballot Details**

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	07/18/2019	Auto-Approved	07/18/2019	173	173
						Total Shares:	173	173

### **McKesson Corporation**

Meeting Date: 07/31/2019	Country: USA	Primary Security ID: 58155Q103	Meeting ID: 1348867
<b>Record Date:</b> 06/04/2019	Meeting Type: Annual	Ticker: MCK	
Primary CUSIP: 58155Q103	Primary ISIN: US58155Q1031	Primary SEDOL: 2378534	Proxy Level: 3

Shares Voted: 214 Votable Shares: 214 \*Shares on Loan: 0 Shares Instructed: 214

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 Dominic J. Caruso	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rad	cial diversity on the bo	ard. There i	is at least 30 pe	ercent diversity.		
1.2	Elect Director N. Anthony Coles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rad	cial diversity on the bo	ard. There i	is at least 30 pe	ercent diversity.		
1.3	Elect Director M. Christine Jacobs	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rad	cial diversity on the bo	ard. There i	is at least 30 pe	ercent diversity.		
1.4	Elect Director Donald R. Knauss	Mgmt	Yes	For	For	For	For

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



# **McKesson Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1.5	Elect Director Marie L. Knowles	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.					
1.6	Elect Director Bradley E. Lerman	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.7	Elect Director Edward A. Mueller	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.					
1.8	Elect Director Susan R. Salka	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.					
1.9	Elect Director Brian S. Tyler	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.					
1.10	Elect Director Kenneth E. Washington	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial dive	rsity 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	dit work.					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against			
	Voting Policy Rationale: A vote AGAINST this proposal benefits in connection with his retirement. In addition, based on a contractually obligated individual performa unchanged from the prior year when financial perform, payouts for other NEOs were earned above target when	Hammergren's nce multiplier ra nce was lower	annual ince elated to his Further, fo	entive payout v retirement, re or a second con	vas increased by 33 percent esulting in a payout that was nsecutive year, annual incenti	ive				
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For			
	Voting Policy Rationale: A vote FOR this resolution is we practices and policies, such as its trade association med benefit shareholders in assessing its management of re-	mberships and	•	-						
	Reduce Ownership Threshold for	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	07/19/2019	Auto-Approved	07/19/2019	214	214
						Total Shares:	214	214



**Shares Instructed:** 1,225

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **ABIOMED, Inc.**

Meeting Date: 08/07/2019	Country: USA	Primary Security ID: 003654100	Meeting ID: 1349266
<b>Record Date:</b> 06/10/2019	Meeting Type: Annual	Ticker: ABMD	
Primary CUSIP: 003654100	Primary ISIN: US0036541003	Primary SEDOL: 2003698	Proxy Level: 3

\*Shares on Loan: 0

Votable Shares: 1,225

Total Ballots: 1 Voting Policy: UUA

Shares Voted: 1,225

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Michael R. Minogue	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include	at least one mind	ority director	Less than 30%	6 of the board is diverse.		
1.2	Elect Director Martin P. Sutter	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include	at least one mind	ority director	Less than 30%	6 of the board is diverse.		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this propose CEO pay increased considerably following a rise in ex- performance-contingent relies on the same revenue one-year period. The use of this goal under both pro-	quity grant values metric utilized un	s. Furthermonder the sho	ore, the portion ort-term program ative payouts fo	of equity that is m, measured over the same or the year in review. Finally,	),	
	the proxy does not disclose the pre-set revenue targ	et, thereby reduc	cing shareho	older transparei	ncy.		

### **Ballot Details**

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
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	07/25/2019	Auto-Approved	07/25/2019	1,225	1,225
						Total Shares:	1,225	1,225

### The J. M. Smucker Company

Elect Director Kathryn W. Dindo

Meeting Date: 08/14/2019 Record Date: 06/17/2019	Country: USA Meeting Type: Annual	Primary Secu Ticker: SJM	ırity ID: 832696405	<b>Meeting ID:</b> 1350014
Primary CUSIP: 832696405	<b>Primary ISIN:</b> US8326964058	Primary SEDOI	<b>.:</b> 2951452	Proxy Level: 3
	Shares Voted: 291	Votable Shares: 291	*Shares on Loan: 0	Shares Instructed: 291
Total Ballots: 1	Voting Policy: UUA			
Proposal	Propose	Votable	Voting Policy Pos	Vote

Yes

Mgmt

For

Against

Against

For



### The J. M. Smucker Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: The nominee is an incumber aggregate fees paid to the company's external auditopercent diversity.						
1b	Elect Director Paul J. Dolan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bod	ard. There i	s at least 30 pe	ercent diversity.		
1c	Elect Director Jay L. Henderson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumber aggregate fees paid to the company's external audito percent diversity.						
1d	Elect Director Gary A. Oatey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Kirk L. Perry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumber aggregate fees paid to the company's external auditopercent diversity.						
1g	Elect Director Nancy Lopez Russell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Alex Shumate	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Mark T. Smucker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bod	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Richard K. Smucker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director Timothy P. Smucker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There i	s at least 30 pe	ercent diversity.		
11	Elect Director Dawn C. Willoughby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Greater than 25 percent of t	otal 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

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

the performance-conditioned portion of the company's LTI awards will be measured over a three-year period.



### The J. M. Smucker 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	07/18/2019	Auto-Approved	07/18/2019	291	291
						Total Shares:	291	291

# **DXC Technology Company**

Meeting Date: 08/15/2019 Record Date: 06/18/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: DXC	urity ID: 23355L106	Meeting ID: 1350187
Primary CUSIP: 23355L106	Primary ISIN: US23355L1061	Primary SEDO	DL: BYXD7B3	Proxy Level: 3
	Shares Voted: 400	Votable Shares: 400	*Shares on Loan: 0	Shares Instructed: 400
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1	Elect Director Mukesh Aghi	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 Amy E. Alving	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 David L. Herzog	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 Sachin Lawande	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 J. Michael Lawrie	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 Mary L. Krakauer	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 Julio A. Portalatin	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.		
1h	Elect Director Peter Rutland	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 J. Salvino	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 Manoj P. Singh	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.		

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



# **DXC Technology Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1k	Elect Director Robert F. Wood	ds	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 Auditors	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	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 we	arranted as pay	and perform	mance are align	ed.					
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	07/24/2019	Auto-Approved	07/24/2019		400	400
					_			Total Shares	:	400	400

# **Cypress Semiconductor Corporation**

Meeting Date: 08/27/2019 Record Date: 07/11/2019	Country: USA Meeting Type: Special	Primary Sectoricker: CY	ırity ID: 232806109	<b>Meeting ID:</b> 1353193
Primary CUSIP: 232806109	<b>Primary ISIN:</b> US2328061096	Primary SEDO	<b>L:</b> 2244549	Proxy Level: 5
Total Ballots: 1	Shares Voted: 2,377 Voting Policy: UUA	Votable Shares: 2,377	*Shares on Loan: 0	Shares Instructed: 2,377

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	n	
1	Approve Merger Agreement		Mgmt	Yes	For	For		For	For		
2	Advisory Vote on Golden Parachu	utes	Mgmt	Yes	For	Against		Against	Against		
3	Voting Policy Rationale: A vote AG and reasonably based, there are a double trigger, would pay out at n portion of time-vested equity will a Adjourn Meeting	roncerns regarding the maximum or above actu	expected equ	ity treatme	nt given that pe	erformance-bas	sed equity, while	e	For		
Ballot D	<b>Details</b>										
	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
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	08/08/2019	Auto-Approved	08/08/2019		2,377	2,377
								Total Shares:		2,377	2,377



### First American Funds, Inc.

Meeting Date: 08/29/2019	Country: USA	Primary Security ID: ZZZZ00128896	Meeting ID: 1354704
Record Date: 07/12/2019	Meeting Type: Special	Ticker: N/A	

 Primary CUSIP: N/A
 Primary ISIN: ZZZZ00128896
 Primary SEDOL: N/A
 Proxy Level: 1

Shares Voted: 1,651,834 Votable Shares: 1,651,834 \*Shares on Loan: 0 Shares Instructed: 1,651,834

Total Ballots: 6 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David K. Baumgardner	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	ast one minor	rity director.	Less than 30%	of the board is diverse.		
1.2	Elect Director Mark E. Gaumond	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	ast one minor	rity director.	Less than 30%	of the board is diverse.		
1.3	Elect Director Roger A. Gibson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	ast one minor	rity director.	Less than 30%	of the board is diverse.		
1.4	Elect Director Jennifer J. McPeek	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 C. David Myers	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.		
1.6	Elect Director Richard K. Riederer	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 P. Kelly Tompkins	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	ast one minor	ity director.	Less than 30%	of the board is diverse.		

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Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Breckinridge Common, 6728029073	6728029073	Confirmed	Auto-Instructed	08/07/2019	Auto-Approved	08/07/2019	106,314	106,313
Breckinridge Long Treasuries, 6728029087	6728029087	Confirmed	Auto-Instructed	08/07/2019	Auto-Approved	08/07/2019	21,350	21,349
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	08/07/2019	Auto-Approved	08/07/2019	15,509	15,509
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	08/07/2019	Auto-Approved	08/07/2019	969,058	969,057
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	08/07/2019	Auto-Approved	08/07/2019	5,740	5,740
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	08/07/2019	Auto-Approved	08/07/2019	533,863	533,863
						Total Shares:	1,651,834	1,651,831



# **LyondellBasell Industries N.V.**

Meeting Date: 09/12/2019 Record Date: 08/15/2019	Country: Netherlands Meeting Type: Special	Primary Sec Ticker: LYB	urity ID: N53745100	Meeting ID: 1354966
Primary CUSIP: N53745100	<b>Primary ISIN:</b> NL0009434992	Primary SEDO	L: B3SPXZ3	Proxy Level: N/A
	Shares Voted: 345	Votable Shares: 345	*Shares on Loan: 0	Shares Instructed: 345
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	
1	Authorize Repurchase of Up to Issued Share Capital	10 Percent of	Mgmt	Yes	For	For		For	For	
2	Approve the Cancellation of Sh	ares	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	08/23/2019	Auto-Approved	08/23/2019	345	345
								Total Shares	: 345	345

# **The Kraft Heinz Company**

Meeting Date: 09/12/2019 Record Date: 07/15/2019	Country: USA Meeting Type: Annual	Primary Secur Ticker: KHC	ity ID: 500754106	<b>Meeting ID:</b> 1355983
Primary CUSIP: 500754106	Primary ISIN: US5007541064	Primary SEDOL:	BYRY499	Proxy Level: 3
Total Ballote: 1	Shares Voted: 2,368	Votable Shares: 2,368	*Shares on Loan: 0	Shares Instructed: 2,368

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Gregory E. Abel	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 Alexandre Behring	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 Joao M. Castro-Neves	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 Tracy Britt Cool	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 John T. Cahill	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.		

Ballot Details
Institutional Account Detail

(IA Name, IA Number)

Rhumbline Custom S&P Index, 6728029082



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **The Kraft Heinz Company**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1f	Elect Director Feroz Dewan	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.		
1g	Elect Director Jeanne P. Jackson	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 gend	er	
1h	Elect Director Jorge Paulo Lemann	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.		
1i	Elect Director John C. Pope	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 gend	er	
1j	Elect Director Alexandre Van Damme	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.		
1k	Elect Director George Zoghbi	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	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is year, due to a significant increase in the value of equity equity grants were forfeited upon his termination, other company did not disclose the rationale for the large pay long-term incentives to be performance-conditioned, sh to overall compensation levels. Further, performance ta to assess the goal rigor of such sizable grants.	awards, with NEOs also red increase and, areholders exp	the addition ceived sizabi while inves pect this por	of performande le grants which tors generally tion to replace	ce shares. While the CEO's h remain outstanding. The prefer for a majority of existing pay, not to be additiv		
3	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.		
4	Report on Protein Diversification	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is war with evolving public interest in, and demand for, plant-t company's sustainability performance and its managem	based proteins	; and- Allow	shareholders			
5	Report on Efforts to Reduce Pesticide Use in the Company's Supply Chain	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is war pesticide use in the company's agricultural supply chain environment.	•					

**Ballot Status** 

Confirmed

Custodian

6728029082

Instructor

Auto-Instructed

Date

08/22/2019

Approver

Auto-Approved

Date

Approved

08/22/2019

Total Shares:

**Votable Shares** 

2,368

2,368

**Shares Voted** 

2,368

2,368



### **The Kraft Heinz Company**

### **Conagra Brands, Inc.**

Meeting Date: 09/19/2019 Country: USA Primary Security ID: 205887102 Meeting ID: 1357547 Record Date: 07/30/2019 Meeting Type: Annual Ticker: CAG Primary CUSIP: 205887102 Primary ISIN: US2058871029 Primary SEDOL: 2215460 Proxy Level: 3 Votable Shares: 1,837 Shares Voted: 1,837 \*Shares on Loan: 0 Shares Instructed: 1,837 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 Anil Arora	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.		
1b	Elect Director Thomas "Tony" K. Brown	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 Stephen G. Butler	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 Sean M. Connolly	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 Joie A. Gregor	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 Rajive Johri	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 Richard H. Lenny	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.		
1h	Elect Director Melissa Lora	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 Ruth Ann Marshall	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 Craig P. Omtvedt	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.		
1k	Elect Director Scott Ostfeld	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 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.		



### **Conagra Brands, 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, with caution. The company's annual incentive program is entirely based on pre-set financial metrics and included a discretionary downward adjustment by the compensation committee amid relatively poor company performance. The long-term incentive program is predominately performance-conditioned and utilizes a multi-year performance period while disclosing the forward-looking goal targets. However, an additional performance-based special award raises concerns. Though the target value is not excessive, the award has a high payout cap which could result in a windfall for the CEO (at the lesser of 500 percent of target and \$21.5 million). Shareholders should continue to monitor granted and realizable pay values to ensure alignment with company performance.

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	09/06/2019	Auto-Approved	09/06/2019	1,837	1,837
						Total Shares:	1,837	1,837

### **FedEx Corporation**

Meeting Date: 09/23/2019 Record Date: 07/29/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: FDX	urity ID: 31428X106	<b>Meeting ID:</b> 1357552
Primary CUSIP: 31428X106	<b>Primary ISIN:</b> US31428X1063	Primary SEDC	<b>DL:</b> 2142784	Proxy Level: 4
	Shares Voted: 103	Votable Shares: 103	*Shares on Loan: 0	Shares Instructed: 103
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director John A. Edwardson	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 Marvin R. Ellison	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 Susan Patricia Griffith	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 John C. (Chris) Inglis	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 Kimberly A. Jabal	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 Shirley Ann Jackson	Mgmt	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.

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



### **FedEx Corporation**

**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 Instruct
1.7	Elect Director R. Brad Martin	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.		
1.8	Elect Director Joshua Cooper Ramo	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.		
1.9	Elect Director Susan C. Schwab	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	or .	
1.10	Elect Director Frederick W. Smith	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 David P. Steiner	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.		
1.12	Elect Director Paul S. Walsh	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			nore than 2 pu	blic companies.There is gende	pr	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is annual bonuses to NEOs in recognition of poor performa explained, and his sizable long-term awards position his Further, the annual incentive program allows for significatime-vesting, resulting in an overall pay structure that is company's payment to NEOs of tax reimbursements for represents a non-performance-based benefit.	nce, the incre total pay near ant committee not rigorously	ase in the Co the median discretion a performand	EO's target ST despite long-t and the majorit ce-based. Inve	Topportunity is not sufficiently erm TSR underperformance. y of long-term incentives are stors may object to the	,	
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Scored	ard evaluation	(EPSC), a v	ote 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 au	dit fees paid a	re attributal	ble to non-audi	t work.		
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is war and trade association memberships, payments, and over understanding of the company's management of its lobb	sight mechan	isms would g	give shareholde	ers a comprehensive		
6	Report on Employee Representation on the Board of Directors	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is disclosures appear to adequately oversee issues related				isting board framework and		

**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

09/05/2019

Approver

Auto-Approved

Name

Date

Approved

09/05/2019

Votable Shares

Shares Voted



### **FedEx Corporation**

Total Shares: 103 103

### **General Mills, Inc.**

<b>Meeting Date:</b> 09/24/2019	Country: USA	Pr	rimary Security ID: 370334104	<b>Meeting ID:</b> 1357544
<b>Record Date:</b> 07/26/2019	Meeting Type: Annual	Ti	cker: GIS	
Primary CUSIP: 370334104	<b>Primary ISIN:</b> US3703341046	Pr	imary SEDOL: 2367026	Proxy Level: 3
	Shares Voted: 1,161	Votable Shares: 1,1	*Shares on Loan: 0	Shares Instructed: 1,161
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 R. Kerry Clark	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1b	Elect Director David M. Cordani	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.					
1c	Elect Director Roger W. Ferguson, Jr.	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				
1d	Elect Director Jeffrey L. Harmening	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.					
1e	Elect Director Maria G. Henry	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 Elizabeth C. Lempres	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 Diane L. Neal	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 Steve Odland	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 Maria A. Sastre	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 Eric D. Sprunk	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 Jorge A. Uribe	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.					



# **General Mills, 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	OR this proposal is warr	ranted as pay	and perforn	nance are reasc	nably aligned	at this time.				
3	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less that	n 25 percent of total au	dit 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
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	09/03/2019	Auto-Approved	09/03/2019		1,161	1,161
								Total Shares	-	1,161	1,161

### **Lamb Weston Holdings, Inc.**

Meeting Date: 09/26/2019 Record Date: 07/29/2019	Country: USA Meeting Type: Annual	Primary Secu Ticker: LW	ırity ID: 513272104	<b>Meeting ID:</b> 1356597
Primary CUSIP: 513272104	<b>Primary ISIN:</b> US5132721045	Primary SEDO	L: BDQZFJ3	Proxy Level: 3
	Shares Voted: 1,035	Votable Shares: 1,035	*Shares on Loan: 0	Shares Instructed: 1,035
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 J. Bensen	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	ity director.	Less than 30%	of the board is diverse.		
1b	Elect Director Charles A. Blixt	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le nominee is employed full-time and sits on boards at mor		•		of the board is diverse.The		
1c	Elect Director Andre J. Hawaux	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	ity director.	Less than 30%	of the board is diverse.		
1d	Elect Director W.G. Jurgensen	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	ity director.	Less than 30%	of the board is diverse.		
1e	Elect Director Thomas P. Maurer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	ity director.	Less than 30%	of the board is diverse.		
1f	Elect Director Hala G. Moddelmog	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	ity director.	Less than 30%	of the board is diverse.		



# **Lamb Weston Holdings, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
1g	Elect Director Maria Renna Shar	oe	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at le	east one mino	rity director.	Less than 30%	of the board	is diverse.				
1h	Elect Director Thomas P. Werner	r	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at le	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: Although reasonably aligned and no signific	•		proposal is I	warranted as p	ay and perform	nance are				
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 Pesticide Use in the C Supply Chain	ompany's	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC pesticide use in the company's agenvironment.										
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	09/04/2019	Auto-Approved	09/04/2019		1,035	1,035
								Total Shares:		1,035	1,035

# **WNS (Holdings) Limited**

Meeting Date: 09/26/2019 Record Date: 08/22/2019	Country: Jersey Meeting Type: Annual		Primary Security ID: Ticker: WNS	92932M101	<b>Meeting ID:</b> 1357085
Primary CUSIP: 92932M101	Primary ISIN: US92932M1018		Primary SEDOL: B194GX	4	Proxy Level: N/A
	Shares Voted: 2,762	Votable Shares	: 2,762	*Shares on Loan: 0	Shares Instructed: 2,762
Total Ballots: 1	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt	No				
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
2	Ratify Grant Thornton India LLP as Auditors	Mgmt	Yes	For	For	For	For

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



# **WNS (Holdings) Limited**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
3	Authorize Board to Fix Remun Auditors	eration of	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal to ra	tify the auditor	is warrante	d.					-	
4	Reelect Adrian T. Dillon as a D	Director	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>				
5	Reelect Gareth Williams as a [	Director	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>			-	
6	Reelect Mario P. Vitale as a Di	rector	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>				
7	Approve Remuneration of Dire	ectors	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	09/04/2019	Auto-Approved	09/04/2019		2,762	2,762
								Total Shares	: ====	2,762	2,762

### **Genesee & Wyoming Inc.**

Rhumbline Custom S&P Index, 6728029082

Meeting Date: 10/03/2019 Record Date: 08/19/2019	Country: USA Meeting Type: Special		Primary Security ID: 371559105 Ticker: GWR	<b>Meeting ID:</b> 1359368
<b>Primary CUSIP:</b> 371559105	<b>Primary ISIN:</b> US3715591059	ı	Primary SEDOL: 2374060	Proxy Level: 5
Total Ballots: 1	Shares Voted: 75 Voting Policy: UUA	Votable Shares: 7	*Shares on Loan: 0	Shares Instructed: 75

		Silares voted. 75		votable 3	iai es. 75		Silares on Le	Jan. o	3.	iaies Ilisti acteu. 75	
Total Ball	ots: 1	Voting Policy: UUA									
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructio	n	
1	Approve Merger Agreement		Mgmt	Yes	For	For		For	For		
2	Advisory Vote on Golden Parach	utes	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote Accompletion of the merger, includiover three years, but will vest at opportunity.	ing performance award	s granted just	nine month	ns ago, which w	vere meant to v	vest or be earn	ed			
3	Adjourn Meeting		Mgmt	Yes	For	For		For	For		
Ballot D	<b>Details</b>										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved	,	otable Shares	Shares Voted

Confirmed

Auto-Instructed

09/19/2019 Auto-Approved



# **Genesee & Wyoming Inc.**

Total Shares:	75	75

### **RPM International Inc.**

-	<b>Date:</b> 10/03/2019 <b>Date:</b> 08/09/2019	Country: USA Meeting Type: Ann	nual		Primary Ticker:	/ Security ID:	: 749685103		I	Meeting ID: 13608	73
	<b>CUSIP:</b> 749685103	Primary ISIN: US749				<b>SEDOL:</b> 275617	4			Proxy Level: 3	
Total Ball	ots: 1	Shares Voted: 2,647 Voting Policy: UUA		Votable Si	hares: 2,647		*Shares on Lo	<b>pan:</b> 0	S	Shares Instructed: 2	647
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1.1	Elect Director Kirkland B. Andr	rews	Mgmt	Yes	For	For		Withhold	Withhold	I	
	Voting Policy Rationale: Less th	an 30% of the board is	diverse.								
1.2	Elect Director David A. Daberk	(0	Mgmt	Yes	For	For		Withhold	Withhold	I	
	Voting Policy Rationale: Less th	an 30% of the board is	diverse.								
1.3	Elect Director Thomas S. Gros	s	Mgmt	Yes	For	For		Withhold	Withhold	I	
	Voting Policy Rationale: Less th	an 30% of the board is	diverse.								
1.4	Elect Director Frank C. Sullivar	n	Mgmt	Yes	For	For		Withhold	Withhold	I	
	Voting Policy Rationale: Less th	an 30% of the board is	diverse.								
2	Advisory Vote to Ratify Named Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.		oted, a vote Fo	OR this prop	osal is warrant	ed as pay and	performance ar	e			
3	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	on the Equity Plan Scor	ecard evaluatio	n (EPSC), a	vote FOR this	proposal is wai	rranted.				
4	Ratify Deloitte & Touche LLP a	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	an 25 percent of total a	audit fees paid	are attributa	able to non-aud	lit work.					
Ballot D	<b>Details</b>										
	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	09/13/2019	Auto-Approved	09/13/2019		2,647	2,647

Total Shares:



### **TransDigm Group Incorporated**

Meeting Date: 10/03/2019 Record Date: 08/16/2019	Country: USA  Meeting Type: Special	Primary Security ID Ticker: TDG	: 893641100	Meeting ID: 1361889
Primary CUSIP: 893641100	Primary ISIN: US8936411003	Primary SEDOL: B11FJK	3	Proxy Level: 3
	Shares Voted: 135	Votable Shares: 135	*Shares on Loan: 0	Shares Instructed: 135

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Stock Ontion Plan	Mamt	Yes	For	Against	Δαainst	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- 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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	09/09/2019	Auto-Approved	09/09/2019	135	135
						Total Shares:	135	135

### **The Procter & Gamble Company**

Meeting Date: 10/08/2019 Record Date: 08/09/2019	Country: USA Meeting Type: Annual	Primary Secu Ticker: PG	irity ID: 742718109	<b>Meeting ID:</b> 1360140
<b>Primary CUSIP:</b> 742718109	<b>Primary ISIN:</b> US7427181091	Primary SEDOI	<b>.:</b> 2704407	Proxy Level: 3
	Shares Voted: 3,869	Votable Shares: 3,869	*Shares on Loan: 0	Shares Instructed: 3,869
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 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.										
1b	Elect Director Angela F. Braly	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 Amy L. Chang	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1d	Elect Director Scott D. Cook	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diver	sity on the ho	ard There is	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.



# **The Procter & Gamble Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1e	Elect Director Joseph Jimenez		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> .				
1f	Elect Director Terry J. Lundgre	n	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 Christine M. McC	arthy	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 W. James McNer	ney, Jr.	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 Nelson Peltz		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	ler			
1j	Elect Director David S. Taylor		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 Margaret C. Whit	man	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>				
11	Elect Director Patricia A. Woert	Z	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	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less that	nn 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 F	FOR this proposal is wa	rranted as pay	and perform	mance remain r	easonably alig	ned.				
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based o	n the Equity Plan Score	ecard evaluatio	n (EPSC), a	vote FOR this p	proposal is wai	rranted.				
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	09/09/2019	Auto-Approved	09/09/2019		3,869	3,869

Total Shares:

3,869

3,869



### **United Technologies Corporation**

Meeting Date: 10/11/2019	Country: USA	Primary Security ID: 913017109	Meeting ID: 1364802
<b>Record Date:</b> 09/10/2019	Meeting Type: Special	Ticker: UTX	

 Primary CUSIP: 913017109
 Primary ISIN: US9130171096
 Primary SEDOL: 2915500
 Proxy Level: 5

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

Total Ballots: 1 Voting Policy: UUA

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: Execution risk appears heighter valuation looks reasonable, the transaction seems finan companies' complementary technology in several areas,	cially beneficia	l, and the su	trategic logic a	opears sound due to the		
2	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	09/27/2019	Auto-Approved	09/27/2019	1,915	1,915
						Total Shares:	1,915	1,915

### Allergan plc

Meeting Date: 10/14/2019 Record Date: 09/16/2019	Country: Ireland Meeting Type: Special		Primary Security ID Ficker: AGN	<b>:</b> G0177J108	<b>Meeting ID:</b> 1366397
Primary CUSIP: G0177J108	Primary ISIN: IE00BY9D5467	P	Primary SEDOL: BY9D54	46	Proxy Level: N/A
	Shares Voted: 675	Votable Shares: 63	575	*Shares on Loan: 0	Shares Instructed: 675

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
	This is a duplicate meeting for ballots received via Broadridge distribution system	Mgmt	No				
	Court Meeting	Mgmt	No				
1	Approve Scheme of Arrangement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the merger is warra	nted; please s	ee discussio	n below under	Special Meeting - Item 1.		
	Special Meeting	Mgmt	No				



### Allergan plc

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1	Approve Scheme of Arrangement	t	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: The strategic rationale is sound, as AGN shareholders would be part of a larger, more diversified company. The premium is significant, the cash component provides certainty of value, and there appear to be substantial downside risks of non-approval; as such, a vote FOR the merger is warranted.										
2	Approve Cancellation of Cancella	tion Shares	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: As this res	solution is in connection	on with the Sc	heme, supp	ort FOR this res	solution is war	ranted.				
3	Authorize Board to Allot and Issu	e Shares	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: As this resolution is in connection with the Scheme, support FOR this resolution is warranted.										
4	Amend Articles of Association		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this resolution is warranted because the company has clearly noted the proposed changes and no significant concerns have been identified.										
5	Advisory Vote on Golden Parachu	ites	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted. The NEOs' potential cash severance payments are double trigger and of a reasonable basis, and no excise tax gross-ups will be paid. Equity awards will convert to awards of AbbVie common stock, with performance conditions deemed earned at 130 percent of target, and are subject to double trigger vesting.										
6	Adjourn Meeting		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO	R this item is warrant	ed in light of s	support for t	the underlying t	transaction.					
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	09/27/2019	Auto-Approved	09/27/2019		675	675

### **Regis Corporation**

Elect Director Daniel G. Beltzman

1a

Meeting Date: 10/22/2019 Record Date: 08/26/2019	•		curity ID: 758932107	<b>Meeting ID:</b> 1363429		
Primary CUSIP: 758932107	<b>Primary ISIN:</b> US7589321071	Primary SED	Primary SEDOL: 2730327			
Total Ballots: 1	Shares Voted: 7,940 Voting Policy: UUA	Votable Shares: 7,940	*Shares on Loan: 0	Shares Instructed: 7,940		
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec I	Voting SS Rec Policy Rec	Vote Instruction		

For

Total Shares:

Against

Against

675

675

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

Yes

For



# **Regis Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1b	Elect Director Virginia Gambale	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The board does not include at land nominee is employed full-time and sits on boards at mo				o of the board is diverse.The				
1c	Elect Director David J. Grissen	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The board does not include at le	east one mino	rity director	Less than 30%	6 of the board is diverse.				
1d	Elect Director Mark S. Light	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The board does not include at le	east one mino	rity director	Less than 30%	6 of the board is diverse.				
1e	Elect Director Michael J. Merriman	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The board does not include at land nominee is employed full-time and sits on boards at mo		,		o of the board is diverse.The				
1f	Elect Director M. Ann Rhoades	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The board does not include at le	east one mino	rity director	Less than 30%	6 of the board is diverse.				
1g	Elect Director Hugh E. Sawyer, III	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.								
1h	Elect Director David P. Williams	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against		
	Voting Policy Rationale: A vote AGAINST this proposal is rigorous share price goal, although performance is measintended to cover five years of annual equity grants. Subsaed on future company performance over a relatively NEOs with additional payouts under the STI plan based separate performance metric for competitive and interneperformance on both quantitative performance metrics individual performance goals.	sured at the each on a front-load long period on on overachiev al bias reasons	nd of three ded award ii f time. Furth vement on a s, notwithsta	yearsnotwith nhibits the com ner, the commin key internal go anding failure t	nstanding that the award is a mittee's ability to adjust pay ttee discretionarily rewarded that was not utilized as a concine threshold	a			
	Ratify PricewaterhouseCoopers LLP as	Mgmt	Yes	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	10/07/2019	Auto-Approved	10/07/2019	7,940	7,940
			_			Total Shares:	7,940	7,940



# **Mercury Systems, Inc.**

Meeting Date: 10/23/2019 Record Date: 08/19/2019	Country: USA Meeting Type: Annual	Primary Secu Ticker: MRCY	irity ID: 589378108	<b>Meeting ID:</b> 1361996
<b>Primary CUSIP:</b> 589378108	imary CUSIP: 589378108		<b>.:</b> 2144047	Proxy Level: 3
	Shares Voted: 1,936 Votable Share		*Shares on Loan: 0	Shares Instructed: 1,936
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
1.1	Elect Director James K. Bass	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.						
1.2	Elect Director Michael A. Daniels	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.						
1.3	Elect Director Lisa S. Disbrow	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 Barry R. Nearhos	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.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this proposal is wa performance are reasonably aligned at this time.	Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.									
3	Ratify KPMG LLP as 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	09/19/2019	Auto-Approved	09/23/2019	1,936	1,936
						: Total Shares:	1,936	1,936

### Catalent, Inc.

Meeting Date: 10/30/2019 Record Date: 09/03/2019	Country: USA Meeting Type: Annual	Primary Security ID: 148806102 Ticker: CTLT	<b>Meeting ID:</b> 1366454
<b>Primary CUSIP:</b> 148806102	<b>Primary ISIN:</b> US1488061029	Primary SEDOL: BP96PQ4	Proxy Level: 3



# Catalent, Inc.

Shares Voted: 1,227 Votable Shares: 1,227 \*Shares on Loan: 0 Shares Instructed: 1,227

umber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Madhavan "Madhu" Balachandran	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST governant Carroll is warranted given the board's failure to reversely requirement to enact certain changes to the charted diverse.	move, or subject to	a sunset re	quirement, the	supermajority vote		
1b	Elect Director J. Martin Carroll	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST governary	nce committee mem	bers Madha	van "Madhu" E	ialacnanaran ana J. Martin	7	
1c	Carroll is warranted given the board's failure to rei requirement to enact certain changes to the charted diverse.  Elect Director John J. Greisch	move, or subject to er which adversely i Mgmt	a sunset re impacts sha Yes	quirement, the reholder rights For	supermajority vote Less than 30% of the boa For	<i>ard is</i> Against	Against
	Carroll is warranted given the board's failure to rei requirement to enact certain changes to the charte diverse.	move, or subject to er which adversely i Mgmt	a sunset re impacts sha Yes	quirement, the reholder rights For	supermajority vote Less than 30% of the boa For	<i>ard is</i> Against	Against
	Carroll is warranted given the board's failure to reverequirement to enact certain changes to the charted diverse.  Elect Director John J. Greisch  Voting Policy Rationale: Less than 30% of the board.	move, or subject to er which adversely i Mgmt	a sunset re impacts sha Yes	quirement, the reholder rights For	supermajority vote Less than 30% of the boa For	<i>ard is</i> Against	Against
1c	Carroll is warranted given the board's failure to rerequirement to enact certain changes to the charted diverse.  Elect Director John J. Greisch  Voting Policy Rationale: Less than 30% of the boat than 2 public companies.	move, or subject to er which adversely i Mgmt rd is diverse.The no Mgmt	a sunset re impacts sha.  Yes  ominee is en	quirement, the reholder rights For nployed full-tin	supermajority vote Less than 30% of the boa For ne and sits on boards at m	Against	

#### **Ballot Details**

Daniot Details								
Institutional Account Detail (IA Name, 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	10/09/2019	Auto-Approved	10/09/2019	1,227	1,227
						Total Shares:	1,227	1,227

### **Coty Inc.**

Meeting Date: 11/05/2019	Country: USA	•	urity ID: 222070203	<b>Meeting ID:</b> 1367029
Record Date: 09/12/2019	Meeting Type: Annual	Ticker: COTY		
Primary CUSIP: 222070203	nary CUSIP: 222070203 Primary ISIN: US2220702037		L: BBBSMJ2	Proxy Level: 3
	Shares Voted: 1,236	Votable Shares: 1,236	*Shares on Loan: 0	Shares Instructed: 1,236
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 Beatrice Ballini	Mgmt	Yes	For	For	Withhold	Withhold



# **Coty Inc.**

**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 Instruction		
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.								
1.2	Elect Director Sabine Chalmers	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 an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.								
1.3	Elect Director Joachim Creus	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.				
1.4	Elect Director Pierre Denis	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.				
1.5	Elect Director Olivier Goudet	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 Peter Harf	Mgmt	Yes	For	Withhold	Withhold	Withhold		
	Voting Policy Rationale: The board does not include at le nominee is non-independent and sits on a key committe		rity director.	Less than 30%	of the board is diverse.The				
1.7	Elect Director Pierre Laubies	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 Paul S. Michaels	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 Erhard Schoewel	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.								
1.10	Elect Director Robert Singer	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 an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.								
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against		
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company paid severance to former CEO Pane upon what is characterized as a voluntary resignation. The payment of severance upon a voluntary resignation is not common market practice, as severance is intended as a protection against involuntary job loss. Based on the current disclosure in the proxy statement, it is not clear that Pane s employment was terminated or that he resigned for good reason as defined in his employment agreement. In addition, there are concerns regarding the size of special retention awards granted to certain NEOs, which is magnified given that they are not linked to any performance criteria.								
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: Greater than 25 percent of total	audit fees pa	id are attribu	utable to non-a	audit work.				
Dallat D	ataila								

**Ballot Status** 

Confirmed

Custodian

6728029082

Account Number

Name

Auto-Instructed

Approver

Auto-Approved

Instructed

10/23/2019

Approved

10/23/2019

Votable Shares

1,236

Shares Voted

1,236



# **Coty Inc.**

Total Shares:	1,236	1,236

# **Zayo Group Holdings, Inc.**

Meeting Date: 11/05/2019 Record Date: 09/09/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: ZAYO	curity <b>ID:</b> 98919V105	<b>Meeting ID:</b> 1366724		
Primary CUSIP: 98919V105	9V105 <b>Primary ISIN:</b> US98919V1052		<b>DL:</b> BRJ3H07	Proxy Level: 3	Proxy Level: 3	
	Shares Voted: 493	Votable Shares: 493	*Shares on Loan: 0	Shares Instructed: 493		
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 Rick Connor	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 pe	ercent diversity.		
1.2	Elect Director Cathy Morris	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 pe	ercent diversity.		
1.3	Elect Director Emily White	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 g	ender	
2	Ratify KPMG 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	lit work.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although a concern is note reasonably aligned at this time.	ed, a vote FOR this ,	proposal is I	warranted as p	ay and performance are		

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	10/17/2019	Auto-Approved	10/17/2019	493	493
						Total Shares:	493	493

### **Maxim Integrated Products, Inc.**

Meeting Date: 11/07/2019	Country: USA	Primary Security ID: 57772K101	Meeting ID: 1367651
Record Date: 09/13/2019	Meeting Type: Annual	Ticker: MXIM	
<b>Primary CUSIP:</b> 57772K101	<b>Primary ISIN:</b> US57772K1016	Primary SEDOL: 2573760	Proxy Level: 3



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **Maxim Integrated Products, Inc.**

Total Balle	ots: 1	Shares Voted: 768 Voting Policy: UUA		Votable S	<b>hares:</b> 768		*Shares on Lo	<b>an:</b> 0	\$	Shares Instruct	<b>ed:</b> 768
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
1a	Elect Director William (Bill) P.	Sullivan	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	oard. There	is at least 30 pe	ercent diversity	/.				
1b	Elect Director Tunc Doluca		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	oard. There	is at least 30 pe	ercent diversity	/.				
1c	Elect Director Tracy C. Accardi		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	/.				
1d	Elect Director James R. Bergm	an	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	oard. There	is at least 30 pe	ercent diversity	/.				
1e	Elect Director Joseph R. Brons	on	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nor and racial diversity on the board				more than 2 pu	ublic companie	es.There is gend	er			
1f	Elect Director Robert E. Grady		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	oard. There	is at least 30 pe	ercent diversity	/.				
1g	Elect Director Mercedes Johnson	on	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	/.				
1h	Elect Director William D. Watk	ins	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nor and racial diversity on the board				more than 2 pu	ublic companie	es.There is gend	er			
1i	Elect Director MaryAnn Wright		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial dive	ersity on the bo	oard. There	is at least 30 pe	ercent diversity	/.				
2	Ratify PricewaterhouseCoopers Auditors	s LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less the	an 25 percent of total a	oudit fees paid	are attributa	able to non-aud	lit work.					
3	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 concerns are noted, a	a vote FOR this	s proposal is	s warranted as p	pay and perfor	rmance are				
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	10/21/2019	Auto-Approved	10/21/2019		768	768
								Total Shares		768	768



# **Maxim Integrated Products, Inc.**

# Tapestry, Inc.

Meeting Date: 11/07/2019 Primary Security ID: 876030107 Meeting ID: 1367654 Country: USA **Record Date:** 09/06/2019 Meeting Type: Annual Ticker: TPR Primary CUSIP: 876030107 Primary ISIN: US8760301072 Primary SEDOL: BF09HX3 Proxy Level: 3 Shares Voted: 123 Votable Shares: 123 \*Shares on Loan: 0 Shares Instructed: 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 Darrell Cavens	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	is at least 30 pe	ercent diversity.		
1B	Elect Director David Denton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	is at least 30 pe	ercent diversity.		
1C	Elect Director Anne Gates	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	is at least 30 pe	ercent diversity.		
1D	Elect Director Andrea Guerra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	is at least 30 pe	ercent diversity.		
1E	Elect Director Susan Kropf	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	is at least 30 pe	ercent diversity.		
1F	Elect Director Annabelle Yu Long	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 po	ublic companies.There	e is gender	
1G	Elect Director Ivan Menezes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	is at least 30 pe	ercent diversity.		
1H	Elect Director Jide Zeitlin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	is at least 30 pe	ercent diversity.		
2	Ratify Deloitte & Touche 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: A vote FOR this proposal in this time.	s warranted as CEO	pay and co	ompany perform	mance are reasonably	aligned at	
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For



### Tapestry, Inc.

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	10/14/2019	Auto-Approved	10/14/2019	40	40
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	10/14/2019	Auto-Approved	10/14/2019	83	83
						Total Shares:	123	123

# **Performance Food Group Company**

Meeting Date: 11/13/2019 Country: USA Primary Security ID: 71377A103 Meeting ID: 1369928

**Record Date:** 09/24/2019 Ticker: PFGC Meeting Type: Annual

Primary CUSIP: 71377A103 Primary ISIN: US71377A1034 Primary SEDOL: BYVYD43 Proxy Level: 3

Shares Voted: 3,180 Votable Shares: 3,180 \*Shares on Loan: 0 Shares Instructed: 3,180

Total Ballots: 1 Voting Policy: UUA

roposal lumber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George L. Holm	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1b	Elect Director Arthur B. Winkleblack - Withdrawn	Mgmt	No				
	Ratify Deloitte & Touche 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.		
;	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is was ignificant concerns were identified at this time.	varranted as pay	and perforn	nance are reas	onably aligned, and no		
	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Sco	recard evaluatio	n (EPSC), a	vote FOR this	proposal is warranted.		
	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is we shares reserved is reasonable; and The offering periode.	-					
	Eliminate Supermajority Vote Requirement for Amending Government Documents and Removing Directors	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given that the elimination of supermajority vote requirements enhances shareholder rights.



Meeting ID: 1370727

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **Performance Food Group Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
7	Provide Right to Call Special N	Meeting	Mgmt	Yes	For	For		For	For		
Ballot D	Voting Policy Rationale: A vote ability to call special meetings, petails				,	•	reholders with ti	he			
	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	10/29/2019	Auto-Approved	10/29/2019		3,180	3,180
								Total Shares	-	3,180	3,180

**Primary Security ID:** 127686103

# **Caesars Entertainment Corporation**

Country: USA

Meeting Date: 11/15/2019

		Meeting Type: Sp	ecial		Ticker:	CZR					
ecora I	Date: 10/04/2019	Meeting Type: Sp									
imary C	CUSIP: 127686103	Primary ISIN: US127	76861036		Primary	SEDOL: B3TDL4	1			Proxy Level: 5	
		Shares Voted: 985		Votable Sh	nares: 985		*Shares on Lo	oan: 0		Shares Instructed: 9	85
otal Ball	ots: 1	Voting Policy: UUA									
roposal umber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruc	tion	
1	Approve Merger Agreement		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: The pro				•		•				
2	cash-and-stock merger consideration of the combined comp.  Advisory Vote on Golden Paramover of the Comp.  Voting Policy Rationale: A vote	ration provides certaint pany; as such, a vote Fi chutes	ty of value while OR the merger i	e allowing sh is warranted Yes	nareholders to planeholders to planeholders to planeholders to planeholders to planeholders to planeholders to	<i>participate in ti</i>	he upside	For	For	_	
2	cash-and-stock merger consider potential of the combined comp Advisory Vote on Golden Parad	ration provides certaint pany; as such, a vote Fi chutes FOR this proposal is we	ty of value while OR the merger of Mgmt arranted. Cash s	e allowing sh is warranted Yes severance is	For double trigger	For and of a reaso	he upside onable basis, an		For	_	
2	cash-and-stock merger consider potential of the combined composition.  Advisory Vote on Golden Paractive Voting Policy Rationale: A vote	ration provides certaint pany; as such, a vote Fi chutes FOR this proposal is we	ty of value while OR the merger of Mgmt arranted. Cash s	e allowing sh is warranted Yes severance is	For double trigger	For and of a reaso	he upside onable basis, an		For		
	cash-and-stock merger consider potential of the combined comp Advisory Vote on Golden Parac Voting Policy Rationale: A vote no tax gross-ups are expected.	ration provides certaint pany; as such, a vote Fi chutes FOR this proposal is wa In addition, most equit	ty of value while OR the merger Mgmt  arranted. Cash s ty will only acce  Mgmt	e allowing sh is warranted Yes severance is elerate upon Yes	areholders to p d. For double trigger a termination of For	For  and of a reasof employment  For	he upside onable basis, an	nd		_	
3	cash-and-stock merger consider potential of the combined comp.  Advisory Vote on Golden Paracteristics A vote no tax gross-ups are expected.  Adjourn Meeting  Voting Policy Rationale: A vote	ration provides certaint pany; as such, a vote Fi chutes FOR this proposal is wa In addition, most equit	ty of value while OR the merger Mgmt  arranted. Cash s ty will only acce  Mgmt	e allowing sh is warranted Yes severance is elerate upon Yes	areholders to p d. For double trigger a termination of For	For  and of a reasof employment  For	he upside onable basis, an	nd		_	
3 Ballot E Institution	cash-and-stock merger consider potential of the combined comp.  Advisory Vote on Golden Paracteristics A vote no tax gross-ups are expected.  Adjourn Meeting  Voting Policy Rationale: A vote	ration provides certaint pany; as such, a vote Fi chutes FOR this proposal is wa In addition, most equit	ty of value while OR the merger Mgmt  arranted. Cash s ty will only acce  Mgmt	e allowing shi is warranted Yes severance is selerate upon Yes	areholders to p d. For double trigger a termination of For	For  and of a reasof employment  For	he upside onable basis, an	nd		Votable Shares	Shares Vote
3 Ballot I Instituti (IA Nam	cash-and-stock merger consider potential of the combined comp.  Advisory Vote on Golden Paracteristics A vote no tax gross-ups are expected.  Adjourn Meeting  Voting Policy Rationale: A vote Details  onal Account Detail	ration provides certaint pany; as such, a vote Fi chutes  FOR this proposal is wa In addition, most equit  FOR this item is warran  Custodian	ry of value while OR the merger of Mgmt arranted. Cash of ty will only acce Mgmt	e allowing shi is warranted Yes severance is selerate upon Yes	areholders to particular to pa	For  and of a rease of employment For  transaction.  Date	nable basis, ar.	For Date		Votable Shares	Shares Vote



Meeting ID: 1370728

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

Country: USA

### **Eldorado Resorts, Inc.**

Meeting Date: 11/15/2019

Record I	<b>Date:</b> 10/04/2019	Meeting Type: Spec	ial		Ticker:	ERI			
Primary C	CUSIP: 28470R102	Primary ISIN: US2847	OR1023		Primary	SEDOL: BQXTNW8		P	Proxy Level: 5
Total Ball	ots: 1	Shares Voted: 4,204 Voting Policy: UUA		Votable Sh	nares: 4,204	*Shares on L	oan: 0	s	ihares Instructed: 4,204
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	on
1	Issue Shares in Connection with	n Merger	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: The pred the strategic rationale appears so from increased free cash flow pe	trong, and shareholders	should benefi	it from subs	tantial synergi		•		
2	Change State of Incorporation to Delaware	From Nevada	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: Vote AG	AINST reincorporation.							

For

For

For

For

For

For

For

For

Primary Security ID: 28470R102

Voting Policy Rationale: Given that all items warrant shareholder support, a vote FOR this proposal is warranted.

the current Nevada charter and the proposed Nevada charter will largely stay the same.

Mgmt

Mgmt

Voting Policy Rationale: A vote FOR this proposal is warranted given that, on balance, the material governance provisions under

#### **Ballot Details**

Adjourn Meeting

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	11/04/2019	Auto-Approved	11/04/2019	4,204	4,204
						Total Shares:	4,204	4,204

### The Estee Lauder Companies Inc.

Approve the ERI A&R Nevada Charter

Meeting Date: 11/15/2019 Record Date: 09/16/2019	Country: USA Meeting Type: Annual		Primary Security ID Ticker: EL	: 518439104	<b>Meeting ID:</b> 1367649
<b>Primary CUSIP:</b> 518439104	<b>Primary ISIN:</b> US5184391044		Primary SEDOL: 232052	4	Proxy Level: 3
	Shares Voted: 61	Votable Shares	: 61	*Shares on Loan: 0	Shares Instructed: 61
Total Ballots: 1	Voting Policy: UUA				

roposal lumber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald S. Lauder	Mgmt	Yes	For	For	For	For

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

Rhumbline Custom S&P Index, 6728029082

6728029082



61

61

61

61

10/28/2019

Total Shares:

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **The Estee Lauder Companies Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.2	Elect Director William P. Lauder		Mgmt	Yes	For	Withhold		Withhold	Withhole	d	
	Voting Policy Rationale: The nominee the board. There is at least 30 percent	•	and sits on a	a key comm	ittee.There is g	ender and raci	al diversity on				
1.3	Elect Director Richard D. Parsons		Mgmt	Yes	For	Withhold		Withhold	Withhol	d	
	Voting Policy Rationale: The nominees sits on boards at more than 2 public diversity.	•		•							
1.4	Elect Director Lynn Forester de Rotl	hschild	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	nder and racial diversi	ity on the bo	ard. There is	s at least 30 pe	rcent diversity.					
1.5	Elect Director Jennifer Tejada		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	nder and racial diversi	ity on the bo	ard. There is	s at least 30 pe	rcent diversity.				-	
1.6	Elect Director Richard F. Zannino		Mgmt	Yes	For	For		Withhold	Withhol	d	
	Voting Policy Rationale: The nominee and racial diversity on the board. The	, ,			more than 2 pu	blic companies	There is gende	r			
2	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less than 25	5 percent of total aud	it fees paid a	are attributa	ble to non-audi	t work.					
3	Advisory Vote to Ratify Named Exec Officers' Compensation	cutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR Is Previously raised concerns regarding prior year amid positive financial permultipliers with limited disclosure, the final award was paid out in-line we performance-based equity grant deciperformance period.	of the CEO's pay magn formance. Although a fe targets for all corpo with the company's p	itude have b a large portio orate perforn erformance d	een slightly on of the ST nance metrion on the year.	mitigated as hi I awards contin cs were set abo Moreover, the	s total pay dec ue to rely on b ve the prior ye aggregate valu	reased from the pusiness unit par's targets and pue of the CEO's				
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: Based on ev. Scorecard (EPSC), a vote AGAINST to Disclosure of CIC vesting treatment in	his proposal is warra	nted due to t	the following	key factor(s):	Plan cost is e					
Ballot D	<b>Details</b>										
		Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Confirmed

Auto-Instructed

10/28/2019

Auto-Approved



# The Hain Celestial Group, Inc.

Primary Security ID: 405217100 Meeting Date: 11/19/2019 Country: USA Meeting ID: 1370690 **Record Date:** 10/03/2019 Ticker: HAIN Meeting Type: Annual Primary CUSIP: 405217100 Primary ISIN: US4052171000 Primary SEDOL: 2492337 Proxy Level: 3 Shares Voted: 509 Votable Shares: 509 \*Shares on Loan: 0 **Shares Instructed:** 509 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 Richard A. Beck	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.		
1b	Elect Director Celeste A. Clark	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.		
1c	Elect Director Dean Hollis	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.		
1d	Elect Director Shervin J. Korangy	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.		
1e	Elect Director Roger Meltzer	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.		
1f	Elect Director Mark L. Schiller	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.		
1g	Elect Director Michael B. Sims	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.		
1h	Elect Director Glenn W. Welling	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.		
1i	Elect Director Dawn M. Zier	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 pc			more than 2 p	ublic companies.There is gend	ler	
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 financial results, and target payout opportunities were a performance goals. Moreover, the company provides a Nonetheless, shareholders may have concerns with cha multi-year measurement period based on rigorous com, commensurate with performance below threshold goals completes his first full fiscal year as CEO in June of 202	lowered in controbust explana Inges to an in-poound annual Incoontrobust	nection with ation for the progress inc TSR goals, a	the mid-year decision to rel entive progran and the forfeitu	modification of the work the incentive program. n. Long-term incentives use a ıre of prior-cycle LTI awards is	,	
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For



# The Hain Celestial Group, Inc.

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	11/07/2019	Auto-Approved	11/07/2019	509	509
						Total Shares:	509	509

### Royal Gold, Inc.

Meeting Date: 11/20/2019 Record Date: 09/23/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: RGLI	curity <b>ID:</b> 780287108	<b>Meeting ID:</b> 1369568
Primary CUSIP: 780287108	<b>Primary ISIN:</b> US7802871084	Primary SED0	<b>DL:</b> 2755706	Proxy Level: 3
	Shares Voted: 616	Votable Shares: 616	*Shares on Loan: 0	Shares Instructed: 616
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 William M. Hayes	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 Ronald J. Vance	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	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.	anted as pay	and perform	nance are reasc	onably aligned, and no		
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	Custodian		Instructor	Date	Approver	Date	
(TA Name TA Number)	A consumb Namelson	Dellet Chaters	Manage	T	Manage	A	V-1-11-01

(IA Name, IA Number)	Account Number	Ballot Status	Name	Ilistructeu	Name	Approveu	votable Silaies	Silares voteu
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	10/28/2019	Auto-Approved	10/28/2019	616	616
						Total Shares:	616	616

# **The Clorox Company**

Meeting Date: 11/20/2019 Record Date: 09/23/2019	Country: USA Meeting Type: Annual	Primary Security ID: 189054109 Ticker: CLX	Meeting ID: 1368647
Primary CUSIP: 189054109	Primary ISIN: US1890541097	Primary SEDOL: 2204026	Proxy Level: 3



### **The Clorox Company**

Shares Voted: 24 Votable Shares: 24 Shares Instructed: 24 \*Shares on Loan: 0 Voting Policy: UUA Total Ballots: 1 Votable Voting Vote Proposal Policy Rec **Proposal Text** Proposal **Mgmt Rec** ISS Rec Instruction Number Proponent 1.1 Elect Director Amy Banse Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.2 Elect Director Richard H. Carmona 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. 1.3 Elect Director Benno Dorer 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 Spencer C. Fleischer Mgmt 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 Esther Lee 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 A.D. David Mackay Mgmt For For Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 17 Elect Director Robert W. Matschullat 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. 1.8 Elect Director Matthew J. Shattock Mgmt For Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.9 Elect Director Pamela Thomas-Graham Mgmt Yes Against Against Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.10 Elect Director Russell J. Weiner For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Christopher J. Williams 1.11 For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Mgmt Advisory Vote to Ratify Named Executive 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 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. Eliminate Supermajority Vote Requirement to For For For Mamt Yes For

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

Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement

Approve Certain Business Combinations

enhances shareholder rights.



# **The Clorox Company**

Pallet	Details
Ballot	vetalis

Institutional Account Detail (IA Name, 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	11/08/2019	Auto-Approved	11/08/2019	24	24
						Total Shares:	24	24

### **ResMed Inc.**

Meeting Date: 11/21/2019 Record Date: 09/26/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: RMD	curity <b>ID:</b> 761152107	Meeting ID: 1369919
<b>Primary CUSIP:</b> 761152107	<b>Primary ISIN:</b> US7611521078	Primary SED	<b>DL:</b> 2732903	Proxy Level: 3
	Shares Voted: 64	Votable Shares: 64	*Shares on Loan: 0	Shares Instructed: 64
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 Carol Burt	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 Jan De Witte	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 Rich Sulpizio	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.		
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	re attributal	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 warthis time.	ranted as CEO	pay and con	mpany perform	nance are reasonably aligned a	at	

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	10/17/2019	Auto-Approved	10/22/2019	64	64
						Total Shares:	64	64



# **Atlassian Corporation Plc**

Meeting Date: 12/04/2019 Meeting ID: 1372799 Country: United Kingdom Primary Security ID: G06242104 **Record Date:** 10/07/2019 Ticker: TEAM Meeting Type: Annual Primary CUSIP: G06242104 Primary ISIN: GB00BZ09BD16 Primary SEDOL: BZ09BD1 Proxy Level: N/A 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 Instructi			
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR the company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.									
2	Approve Remuneration Report	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is warr remuneration report. The executive directors are significantly package.		-			у				
3	Approve Remuneration Policy	Mgmt	Yes	For	Against	Against	Against			
	Voting Policy Rationale: A vote AGAINST the remuneration policy is warranted:- The policy allows executive directors to receive awards under the 2015 Share Incentive Plan. This scheme raises a number of structural concerns, including high individual participation limits, lack of defined performance criteria and vesting schedules, and accelerated vesting upon a change of control. The scheme is also excessively dilutive, as an evergreen provision adds an amount equivalent of up to 5 percent of the company's issued A class shares per annum for distribution under the Plan; and- There is unlimited discretion in recruitment situations, in terms of potential sign-on awards.									
4	Appoint Ernst & Young 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.					
5	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal to ratif	y the auditor i	is warrantea	!.						
6	Elect Director Shona L. Brown	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.					
7	Elect Director Michael Cannon-Brookes	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.					
8	Elect Director Scott Farquhar	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.					
9	Elect Director Heather Mirjahangir Fernandez	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.					
10	Elect Director Sasan Goodarzi	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 Jay Parikh	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.					



# **Atlassian Corporation Plc**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
12	Elect Director Enrique Sale	em	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The and racial diversity on the L				more than 2 pu	ublic companie	s.There is gend	ler			
13	Elect Director Steven Soro	lello	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
14	Elect Director Richard P. V	Vong	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: The	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
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
Sands Cap	pital Mgnt, 6728029078	6728029078	Confirmed		Auto-Instructed	11/18/2019	Auto-Approved	11/18/2019		2,300	2,300
								Total Shares	s: <u>———</u>	2,300	2,300

# **Microsoft Corporation**

Meeting Date: 12/04/2019 Record Date: 10/08/2019			urity ID: 594918104	<b>Meeting ID:</b> 1371482
<b>Primary CUSIP:</b> 594918104	<b>Primary ISIN:</b> US5949181045	Primary SEDO	<b>L:</b> 2588173	Proxy Level: 4
	Shares Voted: 5,865	Votable Shares: 5,865	*Shares on Loan: 0	Shares Instructed: 5,865
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 William H. Gates, III	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1.2	Elect Director Reid G. Hoffman	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.				
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 diver	sity on the boo	ard. There is	s 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 diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				



# **Microsoft Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct		
1.6	Elect Director Sandra E. Peterson	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.				
1.7	Elect Director Penny S. Pritzker	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.				
1.8	Elect Director Charles W. Scharf	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.				
1.9	Elect Director Arne M. Sorenson	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.				
1.10	Elect Director John W. Stanton	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1.11	Elect Director John W. Thompson	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.				
1.12	Elect Director Emma N. Walmsley	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.				
1.13	Elect Director Padmasree Warrior	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	Against	Against	Against		
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. While acknowledging the company's strong long-term performance, there are concerns around considerable CEO pay increases in FY19 that include elements that are not strongly performance-based, including a significant base salary increase and increases in time-vesting equity awards. The CEO's base salary increased by \$1 million per annum, which has a cascading effect on incentive opportunities targeted as a percentage of base salary. The STI target payout opportunity increased by \$3 million. The concerns are magnified given that half of the STI program is based on qualitative rather than quantitative performance assessments. Lastly, the CEO's target LTI opportunity increased by \$10 million to \$25 million, half of which is time-vesting. With a payout potential of such magnitude, a greater proportion of the target incentive value should be linked to long-term performance criteria.								
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	lit work.				
4	Report on Employee Representation on the Board of Directors	SH	Yes	Against	Against	Against	Against		
	Voting Policy Rationale: A vote AGAINST this proposal disclosures appear to be providing it with adequate over report may meaningfully address risks related to the co	ersight of work	force issues.						
		SH	Yes	Against					

allowing them to measure the progress of the company's diversity and inclusion initiatives.



# **Microsoft Corporation**

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
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	11/13/2019	Auto-Approved	11/13/2019	5,865	5,865
						Total Shares:	5,865	5,865

### **Medtronic plc**

Meeting Date: 12/06/2019 Record Date: 10/10/2019	Country: Ireland Meeting Type: Annual	Primary Secu Ticker: MDT	rity ID: G5960L103	Meeting ID: 1358759
Primary CUSIP: G5960L103	Primary ISIN: IE00BTN1Y115	Primary SEDOL	: BTN1Y11	Proxy Level: N/A
	Shares Voted: 2,319	Votable Shares: 2,319	*Shares on Loan: 0	Shares Instructed: 2,319
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 Richard H. Anderson	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 Craig Arnold	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1c	Elect Director Scott C. Donnelly	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1d	Elect Director Andrea J. Goldsmith	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.				
1e	Elect Director Randall J. Hogan, 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.				
1f	Elect Director Omar Ishrak	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.				
1g	Elect Director Michael O. Leavitt	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.				
1h	Elect Director James T. Lenehan	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 Geoffrey S. Martha	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.				



# **Medtronic plc**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	on	
1j	Elect Director Elizabeth G. Nabe	el	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 gend	ler			
1k	Elect Director Denise M. O'Leary	/	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	oard. There	is at least 30 pe	ercent diversity	<i>'</i> .				
11	Elect Director Kendall J. Powell		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
2	Approve PricewaterhouseCoope Auditors and Authorize Board to Remuneration		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Fornon-audit purposes.	OR this item is warran	ted because or	nly 6.17 per	cent of the fees	paid to the au	ıditor are for				
3	Advisory Vote to Ratify Named E Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Support	FOR this proposal is w	varranted as pa	ay and perfo	ormance are rea	sonably aligne	d at this time.				
4	Renew the Board's Authority to Under Irish Law	Issue Shares	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote For recommended limits.	OR these proposals an	e warranted as	the propos	ed amounts and	d durations are	e within				
5	Renew the Board's Authority to Statutory Pre-Emptions Rights L Law		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote For recommended limits.	OR these proposals an	e warranted as	the propos	ed amounts and	d durations are	e within				
6	Authorize Overseas Market Purc Ordinary Shares	chases of	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote For recommended limits.	OR this resolution is w	varranted becau	use the prop	oosed amount a	nd duration ar	e within				
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	11/07/2019	Auto-Approved	11/07/2019		2,319	2,319
								Total Shares	:	2,319	2,319

# Cisco Systems, Inc.

Meeting Date: 12/10/2019	Country: USA	Primary Security ID: 17275R102	Meeting ID: 1372517
Record Date: 10/11/2019	Meeting Type: Annual	Ticker: CSCO	
Primary CUSIP: 17275R102	Primary ISIN: US17275R1023	Primary SEDOL: 2198163	Proxy Level: 3



# Cisco Systems, Inc.

	Shares Voted: 200	Votable Shares: 200	*Shares on Loan: 0	Shares Instructed: 200
Total Ballots: 1	Voting Policy: IIIIA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director M. Michele Burns	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			nore than 2 pu	blic companies.There is gende	er	
1b	Elect Director Wesley G. Bush	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.		
1c	Elect Director Michael D. Capellas	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 Mark Garrett	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 Kristina M. Johnson	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 Roderick C. McGeary	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 Charles H. Robbins	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 Arun Sarin	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 Brenton L. Saunders	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 Carol B. Tome	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 warr this time.	anted as CEO	pay and cor	mpany perform	ance are relatively aligned at		
3	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-audi	t work.		
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
Pallet D	Voting Policy Rationale: A vote FOR this proposal is warr board.	anted given ti	he important	ce of having ar	n independent chairman 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 Vote



# Cisco Systems, Inc.

Ball	nt.	Det	aile

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	11/15/2019	Auto-Approved	11/15/2019	200	200
						Total Shares:	200	200

# **Paylocity Holding Corporation**

Meeting Date: 12/13/2019 Record Date: 10/15/2019	Country: USA Meeting Type: Annual	Primary Sector Ticker: PCTY	urity ID: 70438V106	<b>Meeting ID:</b> 1373468
Primary CUSIP: 70438V106	<b>Primary ISIN:</b> US70438V1061	Primary SEDO	L: BKM4N88	Proxy Level: 3
	Shares Voted: 1,240	Votable Shares: 1,240	*Shares on Loan: 0	Shares Instructed: 1,240
Total Ballots: 1	Voting Policy: UUA			

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
Elect Director Steven R. Beauchamp	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board does not include a	t least one mino	rity director.	Less than 30%	of the board is diverse.		
Elect Director Andres D. Reiner	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board does not include a	t least one mino	rity director.	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 a	are attributa	ble to non-aud	it work.		
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Elect Director Steven R. Beauchamp  Voting Policy Rationale: The board does not include a  Elect Director Andres D. Reiner  Voting Policy Rationale: The board does not include a  Ratify KPMG LLP as Auditors  Voting Policy Rationale: Less than 25 percent of total  Advisory Vote to Ratify Named Executive	Elect Director Steven R. Beauchamp Mgmt  Voting Policy Rationale: The board does not include at least one minor  Elect Director Andres D. Reiner Mgmt  Voting Policy Rationale: The board does not include at least one minor  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	Proposal Text Proposal  Elect Director Steven R. Beauchamp Mgmt Yes  Voting Policy Rationale: The board does not include at least one minority director.  Elect Director Andres D. Reiner 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	Elect Director Steven R. Beauchamp  Mgmt Yes For  Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the state	Proposal Text Proposal Text Proposal Text Proposal Mgmt Rec ISS Rec  Elect Director Steven R. Beauchamp 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 Andres D. Reiner 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 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	Proposal Text Proposal Mgmt Rec ISS Rec Policy Rec  Elect Director Steven R. Beauchamp 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.  Elect Director Andres D. Reiner 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 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 Mgmt Yes For For For

Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are
reasonably aligned at this time.

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	11/22/2019	Auto-Approved	11/22/2019	1,240	1,240
						Total Shares:	1,240	1,240

# **Thor Industries, Inc.**

Meeting Date: 12/13/2019 Record Date: 10/18/2019	Country: USA Meeting Type: Annual	Primary Security ID: 885160101 Ticker: THO	Meeting ID: 1374900
Primary CUSIP: 885160101	Primary ISIN: US8851601018	<b>Primary SEDOL:</b> 2889876	Proxy Level: 3



### **Thor Industries, 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 Instructi			
1.1	Elect Director Andrew E. Graves	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include	e at least one mino	rity director	Less than 30%	of the board is diverse.					
1.2	Elect Director Amelia A. Huntington	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 Wilson Jones	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include	e at least one mino	rity director	Less than 30%	of the board is diverse.					
1.4	Elect Director Christopher Klein	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include	e at least one mino	rity director	Less than 30%	of the board is diverse.					
1.5	Elect Director J. Allen Kosowsky	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include	e at least one minor	rity director	Less than 30%	of the board is diverse.					
1.6	Elect Director Robert W. Martin	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include	e at least one minor	rity director	Less than 30%	of the board is diverse.					
1.7	Elect Director Peter B. Orthwein	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include	e at least one mino	rity director	Less than 30%	of the board is diverse.					
1.8	Elect Director Jan H. Suwinski	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include	e at least one mino	rity director	Less than 30%	of the board is diverse.					
1.9	Elect Director James L. Ziemer	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include	e at least 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	tal audit fees paid a	are attributa	able 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. As in prior years, STI and LTI awards were both based on a percentage of pre-tax profits for the fiscal year, raising concerns regarding overlapping metrics, the use of an annual performance period for LTI, and the lack of a reasonable award maximum. However, the board approved structural changes to pay programs intended to address concerns for next year. Effective beginning in FY20, PSUs will comprise 50 percent of target LTI awards. The PSUs may be earned based on financial metrics other than pre-tax profits and performance will measured over a multi-year performance period. Further, the board plans to address investor concerns regarding the potential for excessive award magnitude. These factors sufficiently mitigate the pay-for-performance misalignment for the year in review. However, investors should continue to monitor pay levels and programs at the company.

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	11/27/2019	Auto-Approved	11/27/2019	290	290



### Thor Industries, Inc.

Total Shares:	290	290

Meeting ID: 1376324

#### NortonLifeLock Inc.

Advisory Vote to Ratify Named Executive

Officers' Compensation

Country: USA

Meeting Type: Annual

Meeting Date: 12/19/2019

Record Date: 11/01/2019

**Primary CUSIP: 668771108** Primary ISIN: US6687711084 Primary SEDOL: BJN4XN5 Proxy Level: 3 Shares Voted: 44 Votable Shares: 44 \*Shares on Loan: 0 **Shares Instructed: 44** Total Ballots: 1 Voting Policy: UUA Voting Votable Vote Proposal Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction 1a Elect Director Sue Barsamian For For Mamt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1b Elect Director Frank E. Dangeard Mgmt For For Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1c Elect Director Nora M. Denzel 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 Peter A. Feld 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 Kenneth Y. Hao Mgmt 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 David W. Humphrey Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Vincent Pilette 1g Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director V. Paul Unruh 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 Auditors Mgmt Yes For For For For Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.

Primary Security ID: 668771108

Ticker: NLOK

Voting Policy Rationale: A vote AGAINST this proposal is warranted as certain concerns were raised regarding compensation matters that occurred after the company's fiscal year-end. Namely, the company amended previously entered-into employment agreements that allowed for the acceleration of recently granted equity awards. Moreover, the amended agreement with former interim CEO Hill, who served at the company for a short period of time, allows for the vesting of an additional sizeable equity award upon the pending completion of two stock price targets.

Mgmt

Yes

For

Against

Against

Against



### NortonLifeLock Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
4	Require Independent Board C	hairman	SH	Yes	Against	For		For	For		
Ballot D	Voting Policy Rationale: A vote board.	FOR this proposal is war	ranted given t	he importan	ce of having ar	n independent	chairman of the	2			
Institutio	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	12/04/2019	Auto-Approved	12/04/2019		44	44
								Total Shares		44	44

### **Occidental Petroleum Corporation**

Meeting Date: 12/31/2019 Record Date: 07/11/2019	Country: USA Meeting Type: Proxy Contest	Primary Secu Ticker: OXY	<b>ırity ID:</b> 674599105	Meeting ID: 1354031
<b>Primary CUSIP:</b> 674599105	<b>Primary ISIN:</b> US6745991058	Primary SEDOL	L: 2655408	Proxy Level: 3
Total Ballots: 2	Shares Voted: 4,249	Votable Shares: 4,249	*Shares on Loan: 0	Shares Instructed: 4,249

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
	Management Proxy (White Proxy Card)	Mgmt	No				
1	Revoke Consent to Request to Fix a Record Date	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	Voting Policy Rationale: DO NOT VOTE on this card.						
	Dissident Card	Mgmt	No				
1	Consent to Request to Fix a Record Date	SH	Yes	For	For	For	For
	Voting Policy Pationals, Charabolders should are vide so	naant FOR the	was uset the	t the beard five	a reased data Charabaldara		

Voting Policy Rationale: Shareholders should provide consent FOR the request that the board fix a record date. Shareholders should note, however, that it is not sufficient to provide consent electronically; shareholders seeking to provide consent should review the steps outlined in the dissident proxy and contact the dissident's proxy solicitor to ensure that all required materials have been properly submitted.

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	AutoApproved	Auto-Instructed	08/14/2019	Auto-Approved	09/22/2019	4,140	4,140
Socially Responsible Investing, 6728029075	6728029075	AutoApproved	Auto-Instructed	08/14/2019	Auto-Approved	09/22/2019	109	109
						Total Shares:	4,249	4,249

Total Ballots: 1



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Jacobs Engineering Group Inc.**

Voting Policy: UUA

 Meeting Date: 01/14/2020
 Country: USA
 Primary Security ID: 469814107
 Meeting ID: 1384083

 Record Date: 11/21/2019
 Meeting Type: Annual
 Ticker: J

 Primary CUSIP: 469814107
 Primary ISIN: US4698141078
 Primary SEDOL: 2469052
 Proxy Level: 3

 Shares Voted: 516
 Votable Shares: 516
 \*Shares on Loan: 0
 Shares Instructed: 516

Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director Steven J. Demetriou Mgmt Yes For For 1a For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1b Elect Director Christopher M.T. Thompson Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Mgmt Yes 1c Elect Director Joseph R. Bronson Against Against Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity. 1d Elect Director Robert C. Davidson, Jr. Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1e Elect Director Ralph E. Eberhart 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. 1f Elect Director Georgette D. Kiser Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1g Elect Director Linda Fayne Levinson Mgmt Yes For Against Against Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director Barbara L. Loughran Mamt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1i Elect Director Robert A. McNamara Mgmt Yes Against Against Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity. 1i Elect Director Peter J. Robertson Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Advisory Vote to Ratify Named Executive For Mgmt Yes For For For Officers' Compensation

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



**Meeting ID:** 1384455

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **Jacobs Engineering Group Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	
3	Ratify Ernst & Young LLP as	Auditors	Mgmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: Greate	er than 25 percent of tot	al audit fees pa	aid 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
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	12/18/2019	Auto-Approved	12/18/2019	516	516
								Total Shares:	516	516

Primary Security ID: 595112103

### Micron Technology, Inc.

Country: USA

Meeting Date: 01/16/2020

ecord I								
-30. u i	Date: 11/18/2019	Meeting Type: Annu	ıal		Ticker:	MU		
rimary C	CUSIP: 595112103	Primary ISIN: US5951	121038		Primary	<b>SEDOL:</b> 2588184		Proxy Level: 3
		Shares Voted: 2,242		Votable Sh	nares: 2,242	*Shares	on Loan: 0	Shares Instructed: 2,242
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 Robert L. Bailey	,	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The no aggregate fees paid to the com- percent diversity.							
1.2	Elect Director Richard M. Beye	er	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	Voting Policy Rationale: There is Elect Director Steven J. Gomo	-	sity on the bo	ard. There is Yes	s at least 30 p For	ercent diversity. For	Against	Against
1.3	- ,	ominee is an incumbent n	Mgmt	Yes audit comm	For nittee and non-	For -audit fees exceed 25% o	of the	Against
	Elect Director Steven J. Gomo Voting Policy Rationale: The no aggregate fees paid to the com	ominee is an incumbent n	Mgmt	Yes audit comm	For nittee and non-	For -audit fees exceed 25% o	of the	Against
1.3	Elect Director Steven J. Gomo  Voting Policy Rationale: The no aggregate fees paid to the compercent diversity.	ominee is an incumbent n npany's external auditor. T tthy ominee is an incumbent n	Mgmt  nember of the There is gende  Mgmt  nember of the	Yes  audit comm r and racial  Yes  audit comm	For  ittee and non- diversity on the  For  ittee and non-	For  audit fees exceed 25% one board. There is at lease  For  audit fees exceed 25% of the second se	of the st 30  Against	
1.4	Elect Director Steven J. Gomo  Voting Policy Rationale: The no aggregate fees paid to the com- percent diversity.  Elect Director Mary Pat McCar  Voting Policy Rationale: The no aggregate fees paid to the com-	ominee is an incumbent napany's external auditor. Thy ominee is an incumbent napany's external auditor. The	Mgmt  nember of the There is gende  Mgmt  nember of the	Yes  audit comm r and racial  Yes  audit comm	For  ittee and non- diversity on the  For  ittee and non-	For  audit fees exceed 25% one board. There is at lease  For  audit fees exceed 25% of the second se	of the st 30  Against	
	Elect Director Steven J. Gomo  Voting Policy Rationale: The no aggregate fees paid to the com- percent diversity.  Elect Director Mary Pat McCar  Voting Policy Rationale: The no aggregate fees paid to the com- percent diversity.	ominee is an incumbent n npany's external auditor. T thy ominee is an incumbent n npany's external auditor. T	Mgmt  nember of the There is gende  Mgmt  nember of the There is gende	Yes  audit comm r and racial  Yes  audit comm r and racial  Yes	For ittee and non-diversity on the for ittee and non-diversity on the for	For  audit fees exceed 25% of the board. There is at lease  For  audit fees exceed 25% of the board. There is at lease  For  For	Against  of the  Against  of the  at 30	Against

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



# Micron Technology, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.7	Elect Director MaryAnn Wright	:	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	/.				
2	Advisory Vote to Ratify Named Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote However, shareholders would b compensation programs.					, -					
3	Ratify PricewaterhouseCooper Auditors	s LLP as	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Greater	r than 25 percent of tot	al audit fees pa	nid are attrib	outable to non-a	audit work.					
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Sta	cus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	c Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	12/21/2019	Auto-Approved	12/21/2019		2,242	2,242
								Total Shares	:	2,242	2,242

# **UGI Corporation**

Meeting Date: 01/22/2020 Record Date: 11/13/2019	Country: USA Meeting Type: Annual		nary Security ID: 902681105 ker: UGI	Meeting ID: 1385702
Primary CUSIP: 902681105	<b>Primary ISIN:</b> US9026811052	Prir	nary SEDOL: 2910118	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,774 Voting Policy: UUA	Votable Shares: 1,77	4 *Shares on Loan: 0	Shares Instructed: 1,774

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director M. Shawn Bort	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 Theodore A. Dosch	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.		
1.3	Elect Director Alan N. Harris	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.		
1.4	Elect Director Frank S. Hermance	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.		
1.5	Elect Director William J. Marrazzo	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.		



# **UGI Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.6	Elect Director Kelly A. Romano	)	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	/.				
1.7	Elect Director Marvin O. Schla	nger	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 James B. Stallin	gs, Jr.	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The no and racial diversity on the boar	, ,			more than 2 pt	ublic companie	s.There is gena	ler			
1.9	Elect Director K. Richard Turn	er	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	oard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1.10	Elect Director John L. Walsh		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	<i>/</i> .				
2	Advisory Vote to Ratify Named 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 reas	onably aligned	at this time.				
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	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	01/06/2020	Auto-Approved	01/06/2020		1,774	1,774
								Total Shares		1,774	1,774

# Air Products and Chemicals, Inc.

Meeting Date: 01/23/2020 Record Date: 11/29/2019	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: APD	009158106	<b>Meeting ID:</b> 1385273
<b>Primary CUSIP:</b> 009158106	Primary ISIN: US0091581068		Primary SEDOL: 2011602	2	Proxy Level: 3
Total Ballots: 1	Shares Voted: 37 Voting Policy: UUA	Votable Shares	37	*Shares on Loan: 0	Shares Instructed: 37

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan K. Carter	Mgmt	Yes	For	For	For	For

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



# Air Products and Chemicals, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1b	Elect Director Charles I. Cogut		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> .				
1c	Elect Director Chadwick C. Dea	aton	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>				
1d	Elect Director Seifollah (Seifi)	Ghasemi	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>				
1e	Elect Director David H. Y. Ho		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The normal racial diversity on the board	, ,			more than 2 pu	ublic companie.	s.There is gena	ler			
1f	Elect Director Margaret G. McC	Glynn	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1g	Elect Director Edward L. Mons	er	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> .				
1h	Elect Director Matthew H. Pau	I	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>				
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote review	FOR this proposal is wa	arranted as pay	and perfori	mance are reas	onably aligned	for the year in				
3	Ratify Deloitte & Touche LLP a	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less th	an 25 percent of total a	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	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	01/06/2020	Auto-Approved	01/06/2020		37	37
								Total Shares		37	37

### **Intuit Inc.**

Meeting Date: 01/23/2020	Country: USA	Primary Security ID: 461202103	Meeting ID: 1382844
<b>Record Date:</b> 11/25/2019	Meeting Type: Annual	Ticker: INTU	
Primary CUSIP: 461202103	<b>Primary ISIN:</b> US4612021034	Primary SEDOL: 2459020	Proxy Level: 3



#### Intuit Inc.

Shares Voted: 4,145 Votable Shares: 4,145 Shares Instructed: 4.145 \*Shares on Loan: 0 Total Ballots: 1 Voting Policy: UUA Votable Voting Vote Proposal Policy Rec Instruction **Proposal Text** Proposal **Mgmt Rec** ISS Rec Number Proponent 1a Elect Director Eve Burton Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1b Elect Director Scott D. Cook Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1c Elect Director Richard L. Dalzell Mgmt For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1d Elect Director Sasan K. Goodarzi Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1e Elect Director Deborah Liu Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1f 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 Dennis D. Powell Mamt Yes 1q For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director Brad D. Smith Mgmt Yes For For Against Against Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity. 1i Elect Director Thomas Szkutak 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 Raul Vazquez 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 Jeff Weiner 1k Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 2 Advisory Vote to Ratify Named Executive 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 for the year under review. 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. Adopt a Mandatory Arbitration Bylaw SH Yes Against Against Against Against Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposed mandatory arbitration bylaw would curtail

shareholders' right to select the forum of their choosing for seeking redress of securities law violations.



### **Intuit Inc.**

**Ballot Details** 

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	01/06/2020	Auto-Approved	01/06/2020	4,145	4,145
						Total Shares:	4,145	4,145

# **Becton, Dickinson and Company**

Meeting Date: 01/28/2020 Record Date: 12/09/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: BDX	urity ID: 075887109	Meeting ID: 1385954
<b>Primary CUSIP:</b> 075887109	<b>Primary ISIN:</b> US0758871091	Primary SEDO	<b>DL:</b> 2087807	Proxy Level: 3
	Shares Voted: 538	Votable Shares: 538	*Shares on Loan: 0	Shares Instructed: 538
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 Catherine M. Burzik	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 R. Andrew Eckert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boa	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 boa	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 boa	ard. There is	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-ting and racial diversity on the board. There is at least 30 pe			more than 2 pu	ıblic companies.There is gende	er	
1.6	Elect Director Christopher Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boa	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 boa	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 boa	ard. There is	s at least 30 pe	ercent diversity.		
1.9	Elect Director Thomas E. Polen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver-	sity on the boa	ard. There is	s at least 30 pe	ercent diversity.		



538

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **Becton, Dickinson and Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	on	
1.10	Elect Director Claire Pomeroy		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> .				
1.11	Elect Director Rebecca W. Rim	el	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nor and racial diversity on the board				more than 2 pu	ıblic companie.	s.There is gend	ler			
1.12	Elect Director Timothy M. Ring		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> .				
1.13	Elect Director Bertram L. Scott		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> .				
2	Ratify Ernst & Young LLP as A	uditors	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 remain, pay is reasonably aligned			-	concerns with t	he long-term ii	ncentive plan				
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	on the Equity Plan Score	ecard evaluation	n (EPSC), a	vote FOR this	proposal is wai	rranted.				
5	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	on an analysis of the pla	an amendment	s, a vote FC	R this proposal	is warranted.					
6	Reduce Ownership Threshold I Shareholders to Call Special M		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote to call a special meeting would call a special meeting upon a sh	supplement shareholde	-	,		•	-				
Ballot D	<b>Details</b>										
	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	01/10/2020	Auto-Approved	01/10/2020		538	538

# **Hormel Foods Corporation**

Meeting Date: 01/28/2020 Record Date: 11/29/2019	Country: USA Meeting Type: Annual	Primary Security ID: 440452100 Ticker: HRL	<b>Meeting ID:</b> 1386327
Primary CUSIP: 440452100	<b>Primary ISIN:</b> US4404521001	Primary SEDOL: 2437264	Proxy Level: 3

**Total Shares:** 



### **Hormel Foods Corporation**

Shares Voted: 318 Votable Shares: 318 \*Shares on Loan: 0 Shares Instructed: 318

Total Ballots: 1 Voting Policy: UUA

Votable Voting Vote Proposal Policy Rec Instruction **Proposal Text** Number Proponent Proposal **Mgmt Rec** ISS Rec Elect Director Prama Bhatt 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 Gary C. Bhojwani Mgmt For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1c Elect Director Terrell K. Crews 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 Stephen M. Lacy 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 Elsa A. Murano 1e 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 Susan K. Nestegard 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 William A. Newlands Mgmt Yes For Against 1q Against Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director Dakota A. Pippins Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1i Elect Director Christopher J. Policinski 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 Jose Luis Prado For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Sally J. Smith 1k Mgmt For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 11 Elect Director James P. Snee Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1m Elect Director Steven A. White 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 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.



318

Meeting ID: 1384276

318

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **Hormel Foods Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
3	Advisory Vote to Ratify Named Executive Officers' Compensation		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although linkage, a vote FOR this proposal		•		-		performance				
Ballot D	etails										
	nal Account Detail e, IA Number)	Custodian Account Number	Ballot State	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	01/03/2020	Auto-Approved	01/03/2020		318	318

Primary Security ID: 92826C839

Ticker: V

**Total Shares:** 

### Visa Inc.

1g

Elect Director Robert W. Matschullat

Meeting Date: 01/28/2020

**Record Date:** 11/29/2019

Country: USA

Meeting Type: Annual

rimary C	USIP: 92826C839	ry ISIN: US92826C8394		Primary	Proxy I	evel: 3		
otal Ball		voted: 9,940 Policy: UUA	Votable Si	hares: 9,940		*Shares on Loan: 0	Shares	Instructed: 9,940
osal iber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1a	Elect Director Lloyd A. Carney	Mgmt	Yes	For	Against	Against	Against	
	Voting Policy Rationale: The nominee is and racial diversity on the board. There is	, ,		more than 2 p	ublic companie	s.There is gender		
1b	Elect Director Mary B. Cranston	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender of	and racial diversity on the ho	ard. There i	is at least 30 p	ercent diversity			
	realing realey readernates rivere to gentue.	and racial diversity on the be	arar rriere r					
lc	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	Yes	For	For	Against	Against	
1c	Elect Director Francisco Javier	Mgmt employed full-time and sits of	Yes n boards at	For	For	Against	Against	
	Elect Director Francisco Javier Fernandez-Carbajal  Voting Policy Rationale: The nominee is e	Mgmt employed full-time and sits of	Yes n boards at	For	For	Against	Against	
1c 1d	Elect Director Francisco Javier Fernandez-Carbajal Voting Policy Rationale: The nominee is a and racial diversity on the board. There is	Mgmt  employed full-time and sits or s at least 30 percent diversity  Mgmt	Yes n boards at v. Yes	For more than 2 p	For <i>ublic companie</i> For	Against s.There is gender For		
1d	Elect Director Francisco Javier Fernandez-Carbajal  Voting Policy Rationale: The nominee is and racial diversity on the board. There is  Elect Director Alfred F. Kelly, Jr.	Mgmt  employed full-time and sits or s at least 30 percent diversity  Mgmt	Yes n boards at v. Yes	For more than 2 p	For <i>ublic companie</i> For	Against s.There is gender For		
	Elect Director Francisco Javier Fernandez-Carbajal  Voting Policy Rationale: The nominee is and racial diversity on the board. There is Elect Director Alfred F. Kelly, Jr.  Voting Policy Rationale: There is gender a	Mgmt  employed full-time and sits or s at least 30 percent diversity  Mgmt  and racial diversity on the bo	Yes  n boards at  V.  Yes  pard. There i	For  For  s at least 30 p	For  with the second se	Against  s. There is gender  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.

Yes

Mgmt

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

For

For

For

For



# Visa Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1h	Elect Director Denise M. Mo	orrison	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Ther	re is gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<b>/.</b>				
1i	Elect Director Suzanne Nora	a Johnson	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Ther	re is gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	/.				
1j	Elect Director John A. C. Sw	vainson	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Ther	re is gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<b>/.</b>			-	
1k	Elect Director Maynard G. V	Vebb, Jr.	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	re is gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	/.				
2	Advisory Vote to Ratify Nam Officers' Compensation	ned Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vorreview.	te FOR this proposal is w	arranted as pay	and perfori	mance are reaso	onably aligned	for the year in			-	
3	Ratify KPMG LLP as Auditor	s	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Less	than 25 percent of total	audit fees paid d	are attributa	able to non-aud	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
Sands Cap	oital Mgnt, 6728029078	6728029078	Confirmed		Auto-Instructed	01/03/2020	Auto-Approved	01/03/2020		9,800	9,800
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	01/03/2020	Auto-Approved	01/03/2020		140	140
								Total Shares		9,940	9,940

# **Woodward, Inc.**

Meeting Date: 01/29/2020 Record Date: 12/02/2019	•		Primary Security ID: Ticker: WWD	980745103	<b>Meeting ID:</b> 1385700	
Primary CUSIP: 980745103	Primary ISIN: US9807451037	rimary ISIN: US9807451037		)	Proxy Level: 3	
Total Ballots: 1	Shares Voted: 1,207 Votable Sha Voting Policy: UUA		1,207	*Shares on Loan: 0	Shares Instructed: 1,207	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul Donovan	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 Mary L. Petrovich	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.		

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



# Woodward, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	on	
1.3	Elect Director James R. Rulseh		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boo	ard does not include at	least one mino	rity director	Less than 30%	of the board	is diverse.				
2	Ratify Deloitte & Touche LLP a	s Auditors	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-audi	it work.					
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote is significant concerns were identificant.		rranted as pay	and perform	mance are reaso	onably aligned	and no				
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	on the Equity Plan Score	ecard evaluation	n (EPSC), a	vote FOR this p	proposal is wai	rranted.				
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
WCM Inve	stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	01/07/2020	Auto-Approved	01/07/2020		1,207	1,207
								Total Shares		1,207	1,207

# **Ashland Global Holdings Inc.**

Meeting Date: 01/30/2020 Record Date: 12/02/2019	•		nary Security ID: 044186104 ver: ASH	<b>Meeting ID:</b> 1384745
<b>Primary CUSIP:</b> 044186104	<b>Primary ISIN:</b> US0441861046		ary SEDOL: BYND5N1	Proxy Level: 3
Total Ballots: 1	Shares Voted: 726 Voting Policy: UUA	Votable Shares: 726	*Shares on Loan: 0	Shares Instructed: 726

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director Brendan M. Cummins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.2	Elect Director William G. Dempsey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1.3	Elect Director Jay V. Ihlenfeld	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1.4	Elect Director Susan L. Main	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					

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# **Ashland Global Holdings Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.5	Elect Director Guillermo Novo		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is d	liverse.							•	
1.6	Elect Director Jerome A. Peribere	2	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the board is diverse.										
1.7	Elect Director Craig A. Rogerson		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than										
1.8	Elect Director Mark C. Rohr		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is o	liverse.								
1.9	Elect Director Ricky C. Sandler		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is o	liverse.								
1.10	Elect Director Janice J. Teal		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is o	liverse.								
1.11	Elect Director Kathleen Wilson-T	hompson	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is o	liverse.								
2	Ratify Ernst & Young LLP as Aud	itors	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 E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC significant concerns were identified		ranted as pay	and perforn	nance are reas	onably aligned	and no				
Ballot D	<b>Details</b>										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot State	us	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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	01/10/2020	Auto-Approved	01/10/2020	726	726
						Total Shares:	726	726

# Post Holdings, Inc.

Meeting Date: 01/30/2020 Record Date: 11/26/2019	Country: USA Meeting Type: Annual	Primary Security ID: 737446104 Ticker: POST	<b>Meeting ID:</b> 1384719
<b>Primary CUSIP:</b> 737446104	<b>Primary ISIN:</b> US7374461041	Primary SEDOL: B6T0518	Proxy Level: 3



# **Post Holdings, Inc.**

otal Ballo	ots: 1	Shares Voted: 439 Voting Policy: UUA		Votable S	<b>hares:</b> 439		*Shares on Lo	<b>oan:</b> 0	Sh	ares Instructed: 4.	39
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	1	
1.1	Elect Director Robert E. Grote	2	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The bo	oard does not include at	t least one mind	ority director	Less than 30%	of the board	is diverse.				
1.2	Elect Director David W. Kemp	per	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The bo nominee is employed full-time			,		of the board	is diverse.The				
1.3	Elect Director Robert V. Vitale	2	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The bo nominee is employed full-time			,		of the board	is diverse.The				
2	Ratify PricewaterhouseCoope Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrai	nted because or	nly 13.75 pe	ercent of the fee	es paid to the a	auditor are for				
3	Advisory Vote to Ratify Name Officers' Compensation	d 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				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	v	otable Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	01/21/2020	Auto-Approved	01/21/2020		439	439
								Total Shares		439	439

# **Walgreens Boots Alliance, Inc.**

Meeting Date: 01/30/2020 Record Date: 12/02/2019	Country: USA Meeting Type: Annual	Primary Secu Ticker: WBA	rity ID: 931427108	<b>Meeting ID:</b> 1384977
<b>Primary CUSIP:</b> 931427108	<b>Primary ISIN:</b> US9314271084	Primary SEDOL	: BTN1Y44	Proxy Level: 3
	Shares Voted: 1,310	Votable Shares: 1,310	*Shares on Loan: 0	Shares Instructed: 1,310
Total Ballots: 1	Voting Policy: UUA			
Proposal		Votable	Voting	Voto

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose E. Almeida	Mgmt	Yes	For	For	For	For

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



### **Walgreens Boots Alliance, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1b	Elect Director Janice M. Babiak	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The nominee is an incumben aggregate fees paid to the company's external audito percent diversity.									
1c	Elect Director David J. Brailer	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1d	Elect Director William C. Foote	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 Ginger L. Graham	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The nominee is an incumben aggregate fees paid to the company's external audito percent diversity.									
1f	Elect Director John A. Lederer	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 geno	ler				
1g	Elect Director Dominic P. Murphy	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 Stefano Pessina	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 Nancy M. Schlichting	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The nominee is an incumben aggregate fees paid to the company's external audito percent diversity.									
1j	Elect Director James A. Skinner	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 Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Greater than 25 percent of to	ntal 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			

based primarily on an objective financial metric, and no payouts (or individual performance adjustments) under the program were made when achievement was below the threshold performance requirement. Also positive is that the board increased the proportion of performance-conditioned equity incentives. While there are concerns regarding the lack of forward-looking long-term target disclosure and the increase in value of the CEO's equity awards, retrospective goal disclosure indicates reasonable targets in the prior cycle and long-term realizable pay aligns with negative returns over the period. Accordingly, on balance, a vote FOR this proposal is warranted.



# **Walgreens Boots Alliance, Inc.**

Number	Proposal Text		Proponent	Proposai	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
4	Require Independent Board C	hairman	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is w	arranted given	the importar	nce of having a	n independent	board chair.				
5	Adopt a Policy on Bonus Bank Resolution*	ing *Withdrawn	SH	No							
	Voting Policy Rationale: On Jar proponents. Accordingly, no vo						-				
6	Reduce Ownership Threshold Shareholders to Call Special N		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote the special meeting right more				•	•					
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	01/10/2020	Auto-Approved	01/10/2020		1,310	1,310
								Total Shares	s:	1,310	1,310

Votable

Voting

Vote

### **Amdocs Limited**

Meeting	Date: 01/31/2020	Country: Guernsey	Country: Guernsey				Primary Security ID: G02602103				
Record	Date: 12/05/2019	Meeting Type: Ann	ual		Ticker:	DOX					
Primary (	CUSIP: G02602103	Primary ISIN: GB0022	<b>Primary ISIN:</b> GB0022569080			<b>SEDOL:</b> 2256908		Prox	xy Level: N/A		
		Shares Voted: 1,046		Votable Si	nares: 1,046	*5	hares on Loan: 0	Shar	es Instructed: 1,046		
Total Bal	lots: 1	Voting Policy: UUA	Voting Policy: UUA								
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction			
1.1	Elect Director Robert A. Mi	nicucci	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less and non-audit fees exceed 2					ember of the audit o	committee				
1.2	Elect Director Adrian Gardr	ner	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less and non-audit fees exceed 2					ember of the audit o	committee				
1.3	Elect Director James S. Kal	nan	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less	s than 30% of the board is	diverse.								
1.4	Elect Director Rafael de la	Vega	Mgmt	Yes	For	For	Against	Against			

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



#### **Amdocs Limited**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.5	Elect Director Giora Yaron	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the book	ard is diverse.							-	
1.6	Elect Director Eli Gelman	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the boa	ard is diverse.							-	
1.7	Elect Director Richard T.C. LeFave	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the boa and non-audit fees exceed 25% of the aggregate				ember of the au	udit committee			-	
1.8	Elect Director John A. MacDonald	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the book	ard is diverse.							-	
1.9	Elect Director Shuky Sheffer	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the boa	ard is diverse.							-	
1.10	Elect Director Yvette Kanouff	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the boa	ard is diverse.							-	
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on the Equity Plan	Scorecard evaluation	n (EPSC), a	vote FOR this	proposal is wai	rranted.				
3	Approve an Increase in the Quarterly Cash Dividend Rate	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this resolution identified.	n is warranted as this	s is a routing	e request and	no concerns ha	ve been				
4	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal audited accounts and financial statements.	is warranted in the a	bsence of a	nny known issu	es concerning	the company's			-	
5	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal	to ratify the auditor	is warranted	7.					-	
Ballot D										
	onal Account Detail Custodian e, IA Number) 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

01/21/2020

Auto-Approved

01/21/2020

Total Shares:

1,046

1,046

1,046

1,046



#### **Ingersoll-Rand plc**

Ballot Details
Institutional Account Detail

(IA Name, IA Number)

Rhumbline Custom S&P Index, 6728029082

Meeting	Date: 02/04/2020	Country: Ireland			Primary	y <b>Security ID:</b> G47791101	Meeting ID: 1387948	
Record D	Record Date: 12/17/2019 Meeting Type: Sp				Ticker:	IR		
Primary C	Primary CUSIP: G47791101 Primary ISIN: IE0				Primary	<b>SEDOL:</b> B633030	Proxy Level: N/A	
	Shares Voted: 44			Votable Sh	nares: 443	*Shares on L	.oan: 0	Shares Instructed: 443
Total Ballo	Total Ballots: 1 Voting Policy: UUA							
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Change Company Name to Tran Technologies plc	e	Mgmt	Yes	For	For	Against	Against

Instructor

Auto-Instructed

**Ballot Status** 

Confirmed

Date

Instructed

01/23/2020

Approver

Auto-Approved

Date

Approved

01/23/2020

Total Shares:

**Votable Shares** 

443

443

**Shares Voted** 

443

443

## **Atmos Energy Corporation**

Primary CUSIP: 049560105	Primary ISIN: US0495601058	Primary SEDOL: 2315359	Proxy Level: 3
<b>Record Date:</b> 12/13/2019	Meeting Type: Annual	Ticker: ATO	
Meeting Date: 02/05/2020	Country: USA	Primary Security ID: 049560105	Meeting ID: 1386775

Shares Voted: 3,685 Votable Shares: 3,685 \*Shares on Loan: 0 Shares Instructed: 3,685

Total Ballots: 1 Voting Policy: UUA

Custodian

6728029082

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	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 Robert W. Best	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 Kim R. Cocklin	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 Kelly H. Compton	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 Sean Donohue	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.		



## **Atmos Energy Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1f	Elect Director Rafael G. Garza		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	rcent diversity	<i>.</i>				
1g	Elect Director Richard K. Gordon	ı	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	rcent diversity	<i>'</i> .				
1h	Elect Director Robert C. Grable		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	rcent diversity	<i>'</i> .				
<b>1</b> i	Elect Director Nancy K. Quinn		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	rcent diversity	<i>'</i> .				
1j	Elect Director Richard A. Samps	on	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	rcent diversity	<i>'</i> .				
1k	Elect Director Stephen R. Spring	er	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	rcent diversity	<i>.</i>				
11	Elect Director Diana J. Walters		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nomand racial diversity on the board.				more than 2 pu	blic companie	s.There is gende	er			
1m	Elect Director Richard Ware, 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 pe	rcent diversity	<i>.</i>				
2	Ratify Ernst & Young LLP as Aud	litors	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		
	Voting Policy Rationale: A vote FC significant concerns were identified		rranted, as pay	and perfori	mance are reas	onably aligned	and no				
Ballot D	<b>Details</b>										
	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	01/22/2020	Auto-Approved	01/22/2020		3,685	3,685
								Total Shares:		3,685	3,685

## **Tyson Foods, Inc.**

Meeting Date: 02/06/2020 Record Date: 12/09/2019	Country: USA Meeting Type: Annual	Primary Security ID: 902494103 Ticker: TSN	<b>Meeting ID:</b> 1386963
Primary CUSIP: 902494103	Primary ISIN: US9024941034	Primary SEDOL: 2909730	Proxy Level: 3



#### **Tyson Foods, Inc.**

Shares Voted: 861 Votable Shares: 861 Shares Instructed: 861 \*Shares on Loan: 0 Voting Policy: UUA Total Ballots: 1 Votable Voting Vote Proposal Policy Rec **Proposal Text** Proposal **Mgmt Rec** ISS Rec Instruction Number Proponent 1a Elect Director John Tyson Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1b Elect Director Gaurdie E. Banister, 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 Dean Banks Mgmt For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1d Elect Director Mike Beebe Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1e Elect Director Mikel A. Durham 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 Jonathan D. Mariner Mgmt 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 Kevin M. McNamara Mamt Yes 1q For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director Cheryl S. Miller Mgmt 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 Jeffrey K. Schomburger Mgmt For Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Robert Thurber 1i 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 Barbara A. Tyson Yes For Against Against Against Voting Policy Rationale: The nominee attended less than 75% of the board and committee meetings. There is gender and racial diversity on the board. There is at least 30 percent diversity. 11 Elect Director Noel White Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 2 Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For For For Auditors Voting Policy Rationale: A vote FOR this item is warranted because only 6.17 percent of the fees paid to the auditor are for non-audit purposes. 3 Advisory Vote to Ratify Named Executive For For For Mamt Yes For Officers' Compensation Voting Policy Rationale: Although concerns are noted under the company's pay program, pay is reasonably aligned with

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

performance at this time. Accordingly, a vote FOR this proposal is warranted.



#### **Tyson Foods, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
4	Report on Deforestation Impa Company's Supply Chain	cts in	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote how the company is managing		-		would benefit i	rom additional	I information on				
5	Report on Lobbying Payments	and Policy	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote policy, its direct and indirect los					e a compreher	nsive lobbying				
6	Report on Human Rights Risk Process	Assessment	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote uses to assess human rights in company is managing human r	pacts in its operations o	,			,	, ,	,			
7	Adopt Share Retention Policy Executives	For Senior	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote may better address concerns a shareholder value.			-	-			t			
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	01/24/2020	Auto-Approved	01/24/2020		861	861

## **Varian Medical Systems, Inc.**

Country: USA **Primary Security ID:** 92220P105 **Meeting ID:** 1386977 Meeting Date: 02/13/2020 **Record Date: 12/16/2019** Meeting Type: Annual Ticker: VAR Primary ISIN: US92220P1057 Primary CUSIP: 92220P105 Primary SEDOL: 2927516 Proxy Level: 3 Shares Voted: 107 Votable Shares: 107 \*Shares on Loan: 0**Shares Instructed: 107** Total Ballots: 1 Voting Policy: UUA

**Total Shares:** 

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: The board does not include at le	east one minor	rity director.				
1b	Elect Director Jeffrey R. Balser	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.				
1c	Elect Director Judy Bruner	Mgmt	Yes	For	For	Against	Against

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

<sup>\*</sup>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: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Varian Medical Systems, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1d	Elect Director Jean-Luc Butel		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boar	rd does not include at l	least one mino	rity director.							
1e	Elect Director Regina E. Dugan		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boar	rd does not include at l	least one mino	rity director.							
1f	Elect Director R. Andrew Eckert		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boar	rd does not include at l	least one mino	rity director.							
1g	Elect Director Phillip G. Febbo		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boar	rd does not include at l	least one mino	rity director.	:						
1h	Elect Director David J. Illingwor	th	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boar	rd does not include at l	least one mino	rity director.	:						
1i	Elect Director Michelle M. Le Be	au	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boar	rd does not include at l	least one mino	rity director.	:						
1j	Elect Director Dow R. Wilson		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boar	rd does not include at l	least one mino	rity director.	:						
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Formetrics. The individual performal equity grant is entirely based on and forward-looking goals are dis	nce component of the a performance-condition	annual bonus i	is also well-d	detailed in the p	proxy. Addition	nally, the CEO's	l			
3	Amend Qualified Employee Stoo Plan	k Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote For shares reserved is reasonable, and		-								
4	Ratify PricewaterhouseCoopers Auditors	LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Fornon-audit purposes.	OR this item is warrant	ted because or	nly 12.42 pe	rcent of the fee	es paid to the a	auditor are for			-	
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	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	01/27/2020	Auto-Approved	01/27/2020		107	107



Proxy Level: 3

Shares Instructed: 2,600

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Cubic Corporation**

Primary CUSIP: 229669106

Meeting Date: 02/17/2020	Country: USA	Primary Security ID: 229669106	Meeting ID: 1390564
<b>Record Date:</b> 12/19/2019	Meeting Type: Annual	Ticker: CUB	

Primary SEDOL: 2239266

Shares Voted: 2,600 Votable Shares: 2,600 \*Shares on Loan: 0

Primary ISIN: US2296691064

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 Prithviraj Banerjee	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.		
1.2	Elect Director Bruce G. Blakley	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.		
1.3	Elect Director Maureen Breakiron-Evans	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.		
1.4	Elect Director Denise L. Devine	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 pt	ublic companies.There is gend	ler	
1.5	Elect Director Bradley H. Feldmann	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.		
1.6	Elect Director Carolyn A. Flowers	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.		
1.7	Elect Director Janice M. Hamby	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.		
1.8	Elect Director David F. Melcher	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.		
1.9	Elect Director Steven J. Norris	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
	Voting Policy Rationale: A vote FOR this proposal is was significant concerns were identified at this time.	rranted as pay	and perforn	nance are reas	onably aligned and no		
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For

non-audit purposes.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management 673903009E	6720020005	Confirmed	Auto Instructed	01/20/2020	Auto Approved	01/29/2020	2.600	2 600



## **Cubic Corporation**

Total Shares:	2,600	2,600

# **Raymond James Financial, Inc.**

Meeting Date: 02/20/2020 Record Date: 12/23/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: RJF	curity ID: 754730109	<b>Meeting ID:</b> 1389346
<b>Primary CUSIP:</b> 754730109	<b>Primary ISIN:</b> US7547301090	Primary SEDO	<b>DL:</b> 2718992	Proxy Level: 3
	Shares Voted: 399	Votable Shares: 399	*Shares on Loan: 0	Shares Instructed: 399
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 Charles G. von Arentschildt	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 Robert M. Dutkowsky	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	
1.3	Elect Director Jeffrey N. Edwards	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 Benjamin C. Esty	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 Anne Gates	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 Francis S. Godbold	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 Thomas A. James	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 Gordon L. Johnson	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 Roderick C. McGeary	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 Paul C. Reilly	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 Raj Seshadri	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.		



#### **Raymond James Financial, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.12	Elect Director Susan N. Story		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The name and racial diversity on the board				more than 2 pt	ublic companie.	s.There is gend	er			
2	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: This p pre-set performance measures performance-conditioned. Who performance achievement, pa	s, the company awards a ile shareholders may pre	a significant por efer to see a con	tion of the o	compensation a program more	as equity of wh	ich a majority is	5			
3	Amend 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	proposal is wai	rranted.				
4	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	e FOR this item is warrai	nted because or	nly 5.61 per	cent of the fees	s paid to the au	uditor are for				
Ballot D	<b>Details</b>										
	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	01/27/2020	Auto-Approved	01/27/2020		399	399
								Total Shares	<u></u>	399	399

# **Gardner Denver Holdings, Inc.**

Meeting Date: 02/21/2020	Country: USA		Primary Security ID:	36555P107	Meeting ID: 1390322
<b>Record Date:</b> 01/02/2020	Meeting Type: Special		Ticker: GDI		
Primary CUSIP: 36555P107	Primary ISIN: US36555P1075		Primary SEDOL: BZ4DG9	00	Proxy Level: 5
Total Ballots: 1	Shares Voted: 743 Voting Policy: UUA	Votable Shares	<b>:</b> 743	*Shares on Loan: 0	Shares Instructed: 743
Total Ballotti I	roung roncy: ook				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn positive market reaction.	ranted given ti	he sound str	rategic rational	le, potential cost synergies, an	d	
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 plan cost is excessive;- The estimated duration of available and proposed shares exceeds six years; and- The plan allows broad discretion to accelerate vesting.



Meeting ID: 1390172

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Gardner Denver Holdings, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction		
3	Adjourn Meeting		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC support.	OR this proposal is warr	anted as the l	underlying n	nerger transact	ion (Item 1) a	lso merits				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable	e Shares	Shares Voted
Rhumbline	: Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	02/07/2020	Auto-Approved	02/07/2020		743	743
								Total Shares:		743	743

Primary Security ID: 431475102

Ticker: HRC

## Hill-Rom Holdings, Inc.

Country: USA

Meeting Type: Annual

Meeting Date: 02/25/2020

Record Date: 01/02/2020

Primary CUSIP: 431475102		<b>Primary ISIN:</b> US4314751029			Primary	<b>SEDOL:</b> 2425924		Proxy Level: 3		
Total Ballo	o <b>ts:</b> 1	Shares Voted: 610 Voting Policy: UUA		Votable Si	nares: 610	*Shares	on Loan: 0	Shares Instructed: 610		
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director William G. Demps	sey	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.				
1.2	Elect Director Gary L. Ellis		Mgmt	Yes	For	For	Withhold	Withhold		
	Voting Policy Rationale: The non					audit fees exceed 25% o e board. There is at leas				
	percent diversity.	,	-		ŕ		Withhold	Withhold		
1.3		9 ninee is employed full-ta	Mgmt ime and sits o	Yes n boards at .	For	For	Withhold	Withhold —		
1.3	percent diversity.  Elect Director Stacy Enxing Sen  Voting Policy Rationale: The non	9 ninee is employed full-ta	Mgmt ime and sits o	Yes n boards at .	For	For		Withhold		
1.3	percent diversity.  Elect Director Stacy Enxing Sen  Voting Policy Rationale: The non and racial diversity on the board.	g ninee is employed full-t There is at least 30 pe ninee is an incumbent n	Mgmt  ime and sits of ercent diversity  Mgmt  nember of the	Yes n boards at . /. Yes audit comm	For  For  for  nittee and non-	For  For  audit fees exceed 25% of	gender  Withhold			
1.3	percent diversity.  Elect Director Stacy Enxing Sen  Voting Policy Rationale: The nom and racial diversity on the board.  Elect Director Mary Garrett  Voting Policy Rationale: The nom aggregate fees paid to the comp	g ninee is employed full-t There is at least 30 pe ninee is an incumbent n	Mgmt  ime and sits of ercent diversity  Mgmt  nember of the	Yes n boards at . /. Yes audit comm	For  For  for  nittee and non-	For  For  audit fees exceed 25% of	gender  Withhold			
1.3	percent diversity.  Elect Director Stacy Enxing Sen  Voting Policy Rationale: The non and racial diversity on the board.  Elect Director Mary Garrett  Voting Policy Rationale: The non aggregate fees paid to the comp percent diversity.	g  inee is employed full-to There is at least 30 per ninee is an incumbent ro any's external auditor. In	Mgmt ime and sits or ercent diversity Mgmt member of the There is gende	Yes  n boards at a  Yes  audit comm or and racial  Yes  audit comm	For	For  wblic companies. There is  For  audit fees exceed 25% of the board. There is at least  For  audit fees exceed 25% of audit fees exceed 25% of	gender  Withhold  of the trian 30  Withhold  of the	Withhold		



## Hill-Rom Holdings, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.7	Elect Director William H. Kuch	eman	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>				
1.8	Elect Director Ronald A. Malor	ne	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	is gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>/.</i>				
1.9	Elect Director Gregory J. Moor	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	<i>/.</i>				
1.10	Elect Director Felicia F. Norwo	od	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 Nancy M. Schlid	hting	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	Advisory Vote to Ratify Named Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote performance are reasonably alig		arranted as no s	significant c	oncerns were id	dentified and p	ay and				
3	Ratify PricewaterhouseCooper Auditors	s LLP as	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: A vote represent 27.24 percent of the independence of the auditor.		•	•	-						
4	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											
	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	02/05/2020	Auto-Approved	02/05/2020		610	610
								Total Shares		610	610

## **Apple Inc.**

Meeting Date: 02/26/2020	Country: USA	Primary Security ID: 037833100	Meeting ID: 1388634
Record Date: 01/02/2020	Meeting Type: Annual	Ticker: AAPL	
Primary CUSIP: 037833100	<b>Primary ISIN:</b> US0378331005	Primary SEDOL: 2046251	Proxy Level: 3



#### Apple Inc.

Shares Voted: 74 Votable Shares: 74 Shares Instructed: 74 \*Shares on Loan: 0 Total Ballots: 2 Voting Policy: UUA Votable Voting Vote Proposal **Proposal Text** Proposal Instruction ISS Rec **Policy Rec** Number Proponent Mgmt Rec 1a Elect Director James Bell Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1b Elect Director Tim Cook Mamt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1c Elect Director Al Gore For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1d Elect Director Andrea Jung 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. 1e Elect Director Art Levinson For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1f Elect Director Ron Sugar For 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 Sue Wagner For 1q 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 Ernst & Young LLP as Auditors Mgmt Yes For For For Voting Policy Rationale: A vote FOR this item is warranted because only 14.72 percent of the fees paid to the auditor are for non-audit purposes. Advisory Vote to Ratify Named Executive 3 Mamt Yes For For For For Officers' Compensation Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. There are recurring concerns related to goal-setting and disclosure in the annual incentive program. The company does not provide a clear rationale as to why both financial target goals were set below the prior year's actual results without a commensurate reduction in payout opportunities. However, CEO pay and company performance are reasonably aligned for the year in review, as CEO pay is relatively low compared to peers, and long-term performance has been strong. Other NEOs receive CEO-level award opportunities, although Apple is a larger company than its peers. Also, performance-vested awards require relative outperformance for target payout. Going forward shareholders should continue to monitor pay practices and, in particular, the company's STI goal setting and disclosure. **Proxy Access Amendments** SH Yes Against For For Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process. Assess Feasibility of Including Sustainability SH Yes Against Against For For as a Performance Measure for Senior **Executive Compensation** Voting Policy Rationale: A vote FOR this proposal is warranted. Incorporating sustainability performance measures as a broader component of executive compensation would serve to further incentivize executives to ensure that company performance on sustainability considerations, alongside financial factors, is appropriately aligned with management's interests, the firm's stated commitments to social responsibility, and long-term corporate strategy.



# **Apple Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Report on Freedom of Expression and Access to Information Policies	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wan	ranted, as ado	litional infori	mation regardii	ng the company's policies and		

Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the company's policies and processes regarding freedom of expression and access to information would help shareholders gauge the company's management of related reputational risk.

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	02/06/2020	Auto-Approved	02/06/2020	18	18
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	02/06/2020	Auto-Approved	02/06/2020	56	56
						Total Shares:	74	74

## **Deere & Company**

Meeting Date: 02/26/2020 Record Date: 12/31/2019	Country: USA Meeting Type: Annual	Primary Sec Ticker: DE	curity ID: 244199105	Meeting ID: 1389344
<b>Primary CUSIP:</b> 244199105	<b>Primary ISIN:</b> US2441991054	Primary SEDO	<b>DL:</b> 2261203	Proxy Level: 3
	Shares Voted: 180	Votable Shares: 180	*Shares on Loan: 0	Shares Instructed: 180
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 Samuel R. Allen	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	ıblic companies.There is gena	ler	
1b	Elect Director Alan C. Heuberger	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 Charles O. Holliday, 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.		
1d	Elect Director Dipak C. Jain	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 Michael O. Johanns	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 Clayton M. Jones	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.		



## **Deere & Company**

Voting Policy Rationale: The nominee is employed full-time and sits 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 Adopt the Jurisdiction of Incorporation as the Mgmt Yes For Against Against Exclusive Forum for Certain Disputes  Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the board has not articulated a compelling argument for restricting shareholders' litigation rights.  3 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For Officers' Compensation  Voting Policy Rationale: Although certain concerns are noted a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.  4 Approve Omnibus Stock Plan Mgmt Yes For For For For For For For Woting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  5 Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For For For For Por For Por Normanaudit purposes.	Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
Elect Director Gregory R. Page   Mgmt   Yes   For   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 Sherry M. Smith   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 Dmitri L. Stockton   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.    Ik   Elect Director Sheila G. Talton   Mgmt   Yes   For   For   For   Against   Against   Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.    2   Adopt the Jurisdiction of Incorporation as the   Mgmt   Yes   For   Against   Against   Against   Exclusive Forum for Certain Disputes   Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the board has not articulated a compelling argument for restricting shareholders' litigation rights.    3   Advisory Vote to Ratify Named Executive   Mgmt   Yes   For   For   For   For   For   For   For   Voting Policy Rationale: Although certain concerns are noted a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.    4   Approve Omnibus Stock Plan   Mgmt   Yes   For   For	1g	Elect Director John C. May	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1i Elect Director Sherry M. Smith Mgmt Yes For For For For For For Por Por Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1j Elect Director Dmitri L. Stockton Mgmt Yes For For For For Por Por Por Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1k Elect Director Sheila G. Talton Mgmt Yes For For For Against Against Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.  2 Adopt the Jurisdiction of Incorporation as the Mgmt Yes For Against Against Exclusive Forum for Certain Disputes  **Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the board has not articulated a compelling argument for restricting shareholders' litigation rights.  3 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For For For Por For Por Por Por Por Por Por Por Por Por P		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 Sherry M. Smith Mgmt Yes For For For For For For For Wating Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1j Elect Director Dmitri L. Stockton Mgmt Yes For For For For For For For Woting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1k Elect Director Sheila G. Talton Mgmt Yes For For For Against Against Woting Policy Rationale: The nominee is employed full-time and sits 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 Adopt the Jurisdiction of Incorporation as the Mgmt Yes For Against Against Exclusive Forum for Certain Disputes  **Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the board has not articulated a compelling argument for restricting shareholders' litigation rights.  3 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For For Officers' Compensation  **Voting Policy Rationale: Although certain concerns are noted a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.  4 Approve Omnibus Stock Plan Mgmt Yes For For For For For For For For Woting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  5 Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For For For For For Por Por Policy Rationale: A vote FOR this item is warranted because only 4.79 percent of the fees paid to the auditor are for non-audit purposes.	1h	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.    Elect Director Dmitri L. Stockton   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.    Ik   Elect Director Shelia G. Talton   Mgmt   Yes   For   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.    2   Adopt the Jurisdiction of Incorporation as the   Mgmt   Yes   For   Against   Against   Against   Against   Against   Against   Against   Adopt the Jurisdiction of Incorporation as the   Mgmt   Yes   For   Against   Against   Against   Against   Against   Adopt the Jurisdiction of Incorporation as the   Mgmt   Yes   For   Fo		Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
If Elect Director Dmitri L. Stockton Mgmt Yes For	1i	Elect Director Sherry M. Smith	Mgmt	Yes	For	For	For	For
Woting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  Ik Elect Director Sheila G. Talton Mgmt Yes For For Against Against Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.  2 Adopt the Jurisdiction of Incorporation as the Mgmt Yes For Against Against Exclusive Forum for Certain Disputes  Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the board has not articulated a compelling argument for restricting shareholders' litigation rights.  3 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For Officers' Compensation  Voting Policy Rationale: Although certain concerns are noted a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.  4 Approve Omnibus Stock Plan Mgmt Yes For For For For For For For Woting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  5 Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For		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 Sheila G. Talton Mgmt Yes For For For Against Against  Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.  2 Adopt the Jurisdiction of Incorporation as the Mgmt Yes For Against Against Exclusive Forum for Certain Disputes  Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the board has not articulated a compelling argument for restricting shareholders' litigation rights.  3 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For Officers' Compensation  Voting Policy Rationale: Although certain concerns are noted a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.  4 Approve Omnibus Stock Plan Mgmt Yes For For For For For For Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  5 Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For For For For Noting Policy Rationale: A vote FOR this item is warranted because only 4.79 percent of the fees paid to the auditor are for non-audit purposes.	1j	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	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.  2 Adopt the Jurisdiction of Incorporation as the Mgmt Yes For Against Against Exclusive Forum for Certain Disputes  Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the board has not articulated a compelling argument for restricting shareholders' litigation rights.  3 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For Officers' Compensation  Voting Policy Rationale: Although certain concerns are noted a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.  4 Approve Omnibus Stock Plan Mgmt Yes For For For For For For For Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  5 Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For For For For Por For Por Por Por Por Por Por Por Por Por P		Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
Adopt the Jurisdiction of Incorporation as the Mgmt Yes For Against Against Exclusive Forum for Certain Disputes  Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the board has not articulated a compelling argument for restricting shareholders' litigation rights.  Advisory Vote to Ratify Named Executive Mgmt Yes For For For For Officers' Compensation  Voting Policy Rationale: Although certain concerns are noted a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.  Approve Omnibus Stock Plan Mgmt Yes For For For 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 For For For For Por For Por Por Por Por Por Por Por Por Por P	1k	Elect Director Sheila G. Talton	Mgmt	Yes	For	For	Against	Against
Exclusive Forum for Certain Disputes  Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the board has not articulated a compelling argument for restricting shareholders' litigation rights.  3 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For Officers' Compensation  Voting Policy Rationale: Although certain concerns are noted a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.  4 Approve Omnibus Stock Plan Mgmt Yes For For For For For Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  5 Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For For For Noting Policy Rationale: A vote FOR this item is warranted because only 4.79 percent of the fees paid to the auditor are for non-audit purposes.					more than 2 po	ublic companies.There is gend	er	
Advisory Vote to Ratify Named Executive Mgmt Yes For For For For Officers' Compensation  **Voting Policy Rationale: Although certain concerns are noted a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.  4 Approve Omnibus Stock Plan Mgmt Yes For For For For For For Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  5 Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For For For Por Noting Policy Rationale: A vote FOR this item is warranted because only 4.79 percent of the fees paid to the auditor are for non-audit purposes.	2	•	Mgmt	Yes	For	Against	Against	Against
Officers' Compensation  Voting Policy Rationale: Although certain concerns are noted a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.  4 Approve Omnibus Stock Plan Mgmt Yes For For For For For Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  5 Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For For For For Noting Policy Rationale: A vote FOR this item is warranted because only 4.79 percent of the fees paid to the auditor are for non-audit purposes.			warranted, a.	s the board	has not articui	ated a compelling argument fo	or	
Approve Omnibus Stock Plan Mgmt Yes For For For For For For For For Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  5 Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For For Voting Policy Rationale: A vote FOR this item is warranted because only 4.79 percent of the fees paid to the auditor are for non-audit purposes.	3	•	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  5 Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For For Voting Policy Rationale: A vote FOR this item is warranted because only 4.79 percent of the fees paid to the auditor are for non-audit purposes.		- /	oted a vote Fo	OR this prop	osal is warran	ted as pay and performance a	re	
Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For Woting Policy Rationale: A vote FOR this item is warranted because only 4.79 percent of the fees paid to the auditor are for non-audit purposes.	4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 4.79 percent of the fees paid to the auditor are for non-audit purposes.		Voting Policy Rationale: Based on the Equity Plan Scored	card evaluation	n (EPSC), a	vote FOR this	proposal is warranted.		
non-audit purposes.	5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
6 Disclose Board Qualifications Matrix SH Yes Against Against Against Against Against			ed because on	ly 4.79 perc	ent of the fees	s paid to the auditor are for		
	6	Disclose Board Qualifications Matrix	SH	Yes	Against	Against	Against	Against

#### Institutional Acco

Institutional Account Detail (IA Name, 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	02/10/2020	Auto-Approved	02/10/2020	180	180
						Total Shares:	180	180



## Tetra Tech, Inc.

Meeting Date: 02/26/2020	Country: USA	Primary Security ID: 88162G103	Meeting ID: 1390174
<b>Record Date:</b> 01/03/2020	Meeting Type: Annual	Ticker: TTEK	
Primary CUSIP: 88162G103	Primary ISIN: US88162G1031	Primary SEDOL: 2883890	Proxy Level: 3

Shares Voted: 2,027 Votable Shares: 2,027 \*Shares on Loan: 0 Shares Instructed: 2,027

Total Ballots: 1 Voting Policy: UUA

Dronocal			Votable			Voting	Vote
Proposal Number	Proposal Text	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Vote Instructi
1A	Elect Director Dan L. Batrack	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	de at least one mino	rity director				
1B	Elect Director Gary R. Birkenbeuel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	de at least one mino	rity director				
1C	Elect Director Patrick C. Haden	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	de at least one mino	rity director	:			
1D	Elect Director J. Christopher Lewis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	de at least one mino	rity director				
1E	Elect Director Joanne M. Maguire	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	de at least one mino	rity director				
1F	Elect Director Kimberly E. Ritrievi	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	de at least one mino	rity director	:			
1G	Elect Director J. Kenneth Thompson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include on boards at more than 2 public companies.	de at least one mino	rity director	The nominee	is employed full-time and sits	S	
1H	Elect Director Kirsten M. Volpi	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	de 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 a concern is not reasonably aligned at this time.	ted, a vote FOR this	proposal is	warranted as p	pay and performance are		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this item is warranted because only 4.37 percent of the fees paid to the auditor are for non-audit purposes.

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	01/31/2020	Auto-Approved	01/31/2020	2,027	2,027
			_			Total Shares:	2,027	2,027



## Tetra Tech, Inc.

## **Digital Realty Trust, Inc.**

	Date: 02/27/2020	Country: USA	Primary Security ID: 253868103						<b>Meeting ID:</b> 1391663		
Record D	Pate: 01/07/2020	Meeting Type: Spe	ecial		Ticker:						
Primary C	USIP: 253868103	Primary ISIN: US253	Primary ISIN: US2538681030		Primary SEDOL: B03GQS4					Proxy Level: 5	
		Shares Voted: 64		Votable Si	hares: 64		*Shares on Lo	oan: 0		Shares Instructed: 6	4
Total Ball	ots: 1	Voting Policy: UUA									
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruc	ction	
1	Issue Shares in Connection	with Acquisition	Mgmt	Yes	For	For		For	For		
										_	
	Voting Policy Rationale: The s presence in Europe and be at accretive, is reasonable from concerns. As such, support FC	ble to provide a worldwide a valuation standpoint, a	e platform for it	ts customer	base. Additiona	ally, the deal is	expected to be			_	
2	presence in Europe and be ab accretive, is reasonable from	ble to provide a worldwide a valuation standpoint, a	e platform for it	ts customer	base. Additiona	ally, the deal is	expected to be		For	_	
2	presence in Europe and be all accretive, is reasonable from concerns. As such, support FO	ble to provide a worldwidd a valuation standpoint, a OR the deal is warranted.	e platform for it nd the market i	ts customer reaction sind	base. Additiona ce announceme. For	ally, the deal is nt does not ra For	s expected to be ise significant	For	For	_	
2 Ballot D	presence in Europe and be al accretive, is reasonable from concerns. As such, support Fo Adjourn Meeting Voting Policy Rationale: Supp	ble to provide a worldwidd a valuation standpoint, a OR the deal is warranted.	e platform for it nd the market i	ts customer reaction sind	base. Additiona ce announceme. For	ally, the deal is nt does not ra For	s expected to be ise significant	For	For	_	
Ballot D	presence in Europe and be al accretive, is reasonable from concerns. As such, support Fo Adjourn Meeting Voting Policy Rationale: Supp	ble to provide a worldwidd a valuation standpoint, a OR the deal is warranted.	e platform for it nd the market i	ts customer reaction sind Yes iven support	base. Additiona ce announceme. For	ally, the deal is nt does not ra For	s expected to be ise significant	For	For	Votable Shares	Shares Voted
Ballot D Institutio (IA Name	presence in Europe and be ab accretive, is reasonable from concerns. As such, support FO Adjourn Meeting Voting Policy Rationale: Suppo etails	ble to provide a worldwidd a valuation standpoint, a. OR the deal is warranted. Ort FOR this agenda item Custodian	e platform for it nd the market i Mgmt is warranted g	ts customer reaction sind Yes iven support	base. Additionate announceme  For  t for the underly	nlly, the deal is nt does not ra For ying transaction	s expected to busise significant  on is warranted	For	For	Votable Shares	Shares Voted

# **Johnson Controls International plc**

Meeting Date: 03/04/2020	Country: Ireland	Primary Security ID	: G51502105	<b>Meeting ID:</b> 1390567
<b>Record Date:</b> 01/02/2020	Meeting Type: Annual	Ticker: JCI		
Primary CUSIP: G51502105	Primary ISIN: IE00BY7QL619	Primary SEDOL: BY7QL6	51	Proxy Level: N/A
	Shares Voted: 1,241	Votable Shares: 1,241	*Shares on Loan: 0	Shares Instructed: 1,241
Total Ballots: 1	Voting Policy: UUA			
Proposal	Proponent	Votable	Voting Policy Poc	Vote

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Jean Blackwell	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.		
1b	Elect Director Pierre Cohade	Mgmt	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.



# **Johnson Controls International plc**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Michael E. Daniels	Mgmt	Yes	For	For	For	For
	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 pt	ıblic companies.There is ger	nder	
1e	Elect Director W. Roy Dunbar	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 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: A vote FOR this item is warran non-audit purposes.	ted because or	ıly 17.01 per	rcent of the fee	es paid to the auditor are for	-	
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR these proposals, to remuneration, are warranted.	ratify the audit	or and author	orize the audit	committee to set the audito	or's	
3	Authorize Market Purchases of Company Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is was shareholders and all shareholders participate on equal		board is usir	ng share buyba	acks to redistribute cash to		
4	Determine Price Range for Reissuance of Treasury Shares	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.

Ireland and no significant concerns have been identified.



## **Johnson Controls International plc**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
5	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote I legacy change-in-control severa severance to two departing NEC given that shareholders have ra recur. Further, the company has performance equity measureme company, shareholders should of	nce arrangements sinc Os in 2019. While some ised this issue as a cor s made several improv nt period for 2019 awa	te the company e investors may ncern, the agree ements to pay p ards. However,	's 2016 mer question the ements no le programs in	rger and these I ne sizable severa nonger cover NE nocluding implem	legacy agreem ance payments Os and payme enting a multi-	ents paid sizablo s, particularly ents should not -year	e			
6	Approve the Directors' Authorit	ty to Allot	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote in recommended limits.	FOR these resolutions i	is warranted be	cause the p	proposed amour	nts and duratio	ons are within				
7	Approve the Disapplication of S Pre-Emption Rights	Statutory	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote in recommended limits.	FOR these resolutions i	is warranted be	cause the p	proposed amour	nts and duratio	ons are within				
Ballot D	<b>Details</b>										
	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	02/11/2020	Auto-Approved	02/11/2020		1,241	1,241
								Total Shares		1,241	1,241

## Hologic, Inc.

Meeting Date: 03/05/2020 Record Date: 01/08/2020	•		Primary Security ID: Ticker: HOLX	436440101	Meeting ID: 1391148	
Primary CUSIP: 436440101	<b>Primary ISIN:</b> US4364401012		Primary SEDOL: 2433530	)	Proxy Level: 3	
Total Ballots: 1	Shares Voted: 691 Voting Policy: UUA	Votable Shares:	691	*Shares on Loan: 0	Shares Instructed: 691	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Stephen P. MacMillan	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 Sally W. Crawford	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 Charles J. Dockendorff	Mgmt	Yes	For	For	For	For
	Nation Delies Detiends There is an advantal discon	-11	Th i				

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



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Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Hologic, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.4	Elect Director Scott T. Garrett		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial divers	ity on the boo	ard. There is	at least 30 pe	rcent diversity.					
1.5	Elect Director Ludwig N. Hantson	ı	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial divers	ity on the bo	ard. There is	at least 30 pe	rcent diversity.					
1.6	Elect Director Namal Nawana		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial divers	ity on the bo	ard. There is	at least 30 pe	rcent diversity.					
1.7	Elect Director Christiana Stamoul	is	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial divers	ity on the bo	ard. There is	at least 30 pe	rcent diversity.					
1.8	Elect Director Amy M. Wendell		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial divers	ity on the bo	ard. There is	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 FOR this proposal is warranted. The compensation committee adequately disclosed engagement efforts, broadly discussed the feedback received by shareholders, and laid out changes to future policy to address concerns following last year's say-on-pay vote result. There is also a pay-for-performance misalignment for the year in review, though mitigating factors have been identified. The short-term program was largely based on financial performance which utilized rigorous performance metrics. The committee also exercised negative discretion on a metric which increased due to a one-time divestiture. The majority of the LTI grant lacks performance criteria, and the relative TSR metric which consists of half the PSU award merely targets median performance and does not cap payout if absolute TSR is negative. However, PSUs are entirely based on multi-year performance, with well-disclosed forward-looking goals.										
3	Ratify Ernst & Young LLP as Audi	itors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO non-audit purposes.	R this item is warranted	d because on	ly 23.48 per	cent of the fee.	s paid to the a	uditor are for				
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
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	02/12/2020	Auto-Approved	02/12/2020		691	691

## **QUALCOMM Incorporated**

Meeting Date: 03/10/2020	Country: USA	Primary Security ID: 747525103	<b>Meeting ID:</b> 1391264
Record Date: 01/13/2020	Meeting Type: Annual	Ticker: QCOM	
<b>Primary CUSIP:</b> 747525103	<b>Primary ISIN:</b> US7475251036	Primary SEDOL: 2714923	Proxy Level: 3

Total Shares:



#### **QUALCOMM Incorporated**

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

Votable Voting Vote Proposal **Proposal Text** Proposal ISS Rec **Policy Rec** Instruction Number Proponent Mgmt Rec Elect Director Mark Fields 1a Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1b Elect Director Jeffrey W. Henderson Against Mgmt 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 Ann M. Livermore For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1d Elect Director Harish Manwani Mgmt 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 Mark D. McLaughlin Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1f Elect Director Steve Mollenkopf 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 Clark T. "Sandy" Randt, Jr. 1g 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. 1h Elect Director Irene B. Rosenfeld Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1i Elect Director Kornelis "Neil" Smit Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Anthony J. Vinciquerra Mgmt For 1i Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For For For Auditors Voting Policy Rationale: A vote FOR this item is warranted because only 3.63 percent of the fees paid to the auditor are for non-audit purposes. 3 Amend Omnibus Stock Plan Mgmt For For Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.



## **QUALCOMM Incorporated**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction		
4	Advisory Vote to Ratify Named Executive Mgmt Yes For Against Against Against Officers' Compensation										
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. For FY2019, the CEO received a \$3.6 million special, fully vested equity award in connection with the settlement and multi-year license and supply agreements entered into with Apple and related parties. While the rationale for the special award is compelling, there are insufficiently mitigated concerns surrounding both the decision to grant special equity awards in two consecutive years and the absence of any performance- or service-vesting criteria attached to this year's award. Concerns are also noted with respect to the magnitude of the CEO's annual LTI awards. While the company's long-term performance has trailed peers as of the end of FY2019, the CEO received a \$2 million increase to the annualized value of his target LTI opportunity for the second consecutive year, bringing the target annual value of his long-term incentives in line with median total pay of company-selected peers.										
5	Advisory Vote on Say on Pay	Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year		
	Voting Policy Rationale: A vote	for the adoption of an A	NNUAL say-on	-pay freque	ency 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	Votab	le Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	02/21/2020	Auto-Approved	02/21/2020		56	56
					_			Total Shares:		56	56

## **Analog Devices, Inc.**

Meeting Date: 03/11/2020 Country: USA Primary Security ID: 032654105 Meeting ID: 1391324 Record Date: 01/06/2020 Meeting Type: Annual Ticker: ADI **Primary CUSIP:** 032654105 Primary ISIN: US0326541051 Primary SEDOL: 2032067 Proxy Level: 3 Shares Voted: 617 **Shares Instructed:** 617 Votable Shares: 617 \*Shares on Loan: 0Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ray Stata	Mgmt	Yes	For	For	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 Vincent Roche	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divel	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director James A. Champy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divel	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Anantha P. Chandrakasan	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 Bruce R. Evans	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.		

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



# **Analog Devices, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1f	Elect Director Edward H. Frank		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> .			-	
1g	Elect Director Karen M. Golz		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>				
1h	Elect Director Mark M. Little		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	·.			-	
1i	Elect Director Kenton J. Sicchita	ano	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	·.			-	
1j	Elect Director Susie Wee		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	·.			-	
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F this time.	FOR this proposal is wa	arranted, as CEC	O pay is rea.	sonably aligned	with company	v performance a	at		-	
3	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	n the Equity Plan Scor	ecard evaluatio	n (EPSC), a	vote FOR this p	proposal is wai	rranted.				
4	Ratify Ernst & Young LLP as Au	ditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F non-audit purposes.	FOR this item is warrar	nted because or	nly 13.40 pe	rcent of the fee	es paid to the a	auditor are for			-	
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	02/13/2020	Auto-Approved	02/13/2020		617	617
								Total Shares	. <del></del>	617	617

## **The Walt Disney Company**

Meeting Date: 03/11/2020 Record Date: 01/13/2020	Country: USA Meeting Type: Annual	Primary Security ID: 254687106 Ticker: DIS	Meeting ID: 1390597
<b>Primary CUSIP:</b> 254687106	<b>Primary ISIN:</b> US2546871060	Primary SEDOL: 2270726	Proxy Level: 3



## **The Walt Disney Company**

Shares Voted: 1,825 Votable Shares: 1,825 \*Shares on Loan: 0 Shares Instructed: 1,825

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 Susan E. Arnold	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 Mary T. Barra	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 Safra A. Catz	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 Francis A. deSouza	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 Michael B.G. Froman	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 Robert A. Iger	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.					
1g	Elect Director Maria Elena Lagomasino	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 Mark G. Parker	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1i	Elect Director Derica W. Rice	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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this item is warran non-audit purposes.	nted because or	ly 9.61 perc	ent of the fees	paid to the auditor are for					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against			
	Voting Policy Rationale: A vote AGAINST this proposal shareholders' concerns, including the elimination of ce entitled to, there remain significant concerns regarding more than double that of company peers at \$3 million remain set at \$12 million and \$24 million, which is 400 annual incentive award for 2019 that exceeded the CE program continue to target merely median performance specific target goals undisclosed.	rtain compensa g CEO pay magi . The CEO's targ g percent and 86 o total pay pee	tion increase nitude and s net and max no percent o r median. In	es the CEO woo tructure. Speci imum annual i f base salary, a addition, perf	uld otherwise be contractually fically, the CEO's base salary in ncentive pay opportunities respectively. This resulted in a formance awards under the LT	is an T				
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.



## **The Walt Disney Company**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is war lobbying-related oversight mechanisms, along with its tirisks and benefits associated with the company's particity.	rade associatio	n payments	s, would help si			

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	02/20/2020	Auto-Approved	02/20/2020	1,825	1,825
						Total Shares:	1,825	1,825

#### **Cabot Corporation**

Meeting Date: 03/12/2020 Record Date: 01/15/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: CBT	curity ID: 127055101	Meeting ID: 1391364
<b>Primary CUSIP:</b> 127055101	<b>Primary ISIN:</b> US1270551013	Primary SEDO	<b>DL:</b> 2162500	Proxy Level: 3
	Shares Voted: 341	Votable Shares: 341	*Shares on Loan: 0	Shares Instructed: 341
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 Juan Enriquez	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 Sean D. Keohane	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.		
1.3	Elect Director William C. Kirby	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.		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wan performance are reasonably aligned at this time.	ranted as no s	ignificant co	ncerns were id	entified and pay and		
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante	ed because no	ne of the fee	es paid to the a	auditor are for non-audit		

Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/18/2020	Auto-Approved	02/18/2020	341	341



## **Cabot Corporation**

Total Shares:	341	341

## **MAXIMUS, Inc.**

Meeting Date: 03/17/2020 Country: USA Primary Security ID: 577933104 Meeting ID: 1391535 Record Date: 01/17/2020 Meeting Type: Annual Ticker: MMS **Primary CUSIP:** 577933104 **Primary ISIN:** US5779331041 Primary SEDOL: 2018669 Proxy Level: 3 Shares Voted: 1,844 Votable Shares: 1,844 \*Shares on Loan: 0 Shares Instructed: 1,844 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 Gayathri Rajan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	I diversity on the boo	ard. There is	s at least 30 p	ercent diversity.		
1b	Elect Director Michael J. Warren	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	I diversity on the boo	ard. There is	s at least 30 p	percent diversity.		
2	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal in demonstrates a commitment to shareholders' inter				lity to shareholders and		
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors  Voting Policy Rationale: A vote FOR this item is we non-audit purposes.						For
3	Voting Policy Rationale: A vote FOR this item is wa						For
	Voting Policy Rationale: A vote FOR this item is we non-audit purposes.  Advisory Vote to Ratify Named Executive	arranted because on	<i>ly 6.56 perc</i> Yes	eent of the fee	s paid to the auditor are for	For	

Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.

#### **Ballot Details**

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	02/28/2020	Auto-Approved	02/28/2020	1,844	1,844
						Total Shares:	1,844	1,844



Shares Instructed: 169

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Starbucks Corporation**

**Record Date:** 01/10/2020

 Meeting Date: 03/18/2020
 Country: USA
 Primary Security ID: 855244109
 Meeting ID: 1391360

Ticker: SBUX

\*Shares on Loan: 0

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

Votable Shares: 169

Total Ballots: 1 Voting Policy: UUA

Meeting Type: Annual

Shares Voted: 169

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Richard E. Allison, 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 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	s at least 30 pe	ercent diversity.		
1c	Elect Director Andrew Campion	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 Mary N. Dillon	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	ublic companies.There is gende	er	
1e	Elect Director Isabel Ge Mahe	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 Mellody Hobson	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	ublic companies.There is gende	er	
1g	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	s at least 30 pe	ercent diversity.		
1h	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	s at least 30 pe	ercent diversity.		
1i	Elect Director Satya Nadella	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 Joshua Cooper Ramo	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 Clara Shih	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 Javier G. Teruel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti	me and sits or	hoards at i	more than 2 nu	uhlic companies There is gende	or .	

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



## **Starbucks Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1m	Elect Director Myron E. Ullman, I	II	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diversi	ty on the boa	ard. There is	at least 30 per	rcent diversity.					
2	Advisory Vote to Ratify Named Ex Officers' Compensation	kecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO	R this proposal is warra	nted as pay	and perform	ance are reaso	nably aligned a	at this time.				
3	Ratify Deloitte & Touche LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO non-audit purposes.	R this item is warranted	l because on	ly 4.60 perc	ent of the fees	paid to the aud	ditor are for				
4	Report on Risks of Omitting View Ideology from EEO Policy	point and	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote AG protect itself against risks related		-			e taking appro	opriate steps to				
Ballot D	etails										
	nal Account Detail e, IA Number)	Custodian Account Number	Ballot Statu	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	02/25/2020	Auto-Approved	02/25/2020		169	169

## **Arrowhead Pharmaceuticals, Inc.**

Meeting Date: 03/19/2020	Country: USA		Primary Security ID	: 04280A100	Meeting ID: 1391671
<b>Record Date:</b> 01/22/2020	Meeting Type: Annual		Ticker: ARWR		
Primary CUSIP: 04280A100	Primary ISIN: US04280A1007		Primary SEDOL: BYQBF	8	Proxy Level: 3
	Shares Voted: 1,078	Votable Shares	: 1,078	*Shares on Loan: 0	Shares Instructed: 1,078
Total Ballots: 1	Voting Policy: UUA				

**Total Shares:** 

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
1.1	Elect Director Christopher Anzalone	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.There is	s no racial d	liversity on the	board.		
1.2	Elect Director Marianne De Backer	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is d	liverse.There i	s no racial d	liversity on the	board.		
1.3	Elect Director Mauro Ferrari	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is d	liverse.There i	s no racial d	liversity on the	board.		
1.4	Elect Director Douglass Given	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.There i	s no racial d	iversity 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.



## **Arrowhead Pharmaceuticals, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1.5	Elect Director Michael S. Perry	1	Mgmt	Yes	For	For		Withhold	Withhold	1	
	Voting Policy Rationale: Less the employed full-time and sits on a				diversity on the	board.The no	ominee is				
1.6	Elect Director William Waddill		Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: Less th	an 30% of the board is	s diverse.There	is no racial	diversity on the	board.					
2	Advisory Vote to Ratify Named Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns are identifi		arranted as pay	and perfori	mance are reaso	onably aligned	and no				
3	Adopt Majority Voting for Unc Election of Directors	ontested	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote provide shareholders with a mo					contested dire	ector elections w	vill			
4	Ratify Rose, Snyder & Jacobs	LLP as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote purposes.	FOR this item is warra	nted because no	one of the f	ees paid to the	auditor are foi	r non-audit				
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
WCM Inve	estment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	02/28/2020	Auto-Approved	02/28/2020		1,078	1,078
								Total Shares		1,078	1,078

## **HEICO Corporation**

Meeting Date: 03/20/2020 Record Date: 01/24/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: HEI	rity ID: 422806109	Meeting ID: 1392210
<b>Primary CUSIP:</b> 422806109	<b>Primary ISIN:</b> US4228061093	Primary SEDOI	<b>:</b> 2419217	Proxy Level: 3
	Shares Voted: 141	Votable Shares: 141	*Shares on Loan: 0	Shares Instructed: 141
Total Ballots: 1	Voting Policy: UUA			
Proposal	Processed	Votable	Voting	Vote

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
1.1	Elect Director Thomas M. Culligan	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.2	Elect Director Adolfo Henriques	Mgmt	Yes	For	For	Withhold	Withhold
		r					

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



## **HEICO Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1.3	Elect Director Mark H. Hildebrar	ndt	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: Less than	n 30% of the board is	diverse.								
1.4	Elect Director Eric A. Mendelson	1	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: Less than	n 30% of the board is	diverse.								
1.5	Elect Director Laurans A. Mende	elson	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: Less than	n 30% of the board is	diverse.								
1.6	Elect Director Victor H. Mendels	on	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: Less than	n 30% of the board is	diverse.								
1.7	Elect Director Julie Neitzel		Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: Less than	n 30% of the board is	diverse.								
1.8	Elect Director Alan Schriesheim		Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: Less than	n 30% of the board is	diverse.								
1.9	Elect Director Frank J. Schwitter	r	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: Less than	n 30% of the board is	diverse.								
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.	some concerns are n	oted, a vote FC	OR this prop	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: A vote Forman non-audit purposes.	OR this item is warran	ted because or	nly 4.21 perc	cent of the fees	paid to the au	iditor are for				
Ballot D											
	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	03/03/2020	Auto-Approved	03/03/2020		141	141
					_			Total Shares:		141	141

#### **Broadcom Inc.**

Meeting Date: 03/30/2020	Country: USA	Primary Security ID: 11135F101	Meeting ID: 1396468
<b>Record Date:</b> 02/06/2020	Meeting Type: Annual	Ticker: AVGO	
Primary CUSIP: 11135F101	<b>Primary ISIN:</b> US11135F1012	Primary SEDOL: BDZ78H9	Proxy Level: 3



#### **Broadcom Inc.**

Shares Voted: 58 Votable Shares: 58 Shares Instructed: 58 \*Shares on Loan: 0 Total Ballots: 1 Voting Policy: UUA Votable Voting Vote Proposal Policy Rec **Proposal Text** Instruction Proposal **Mgmt Rec** ISS Rec Number Proponent Elect Director Hock E. Tan 1a Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1b Elect Director Henry Samueli 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 Eddy W. Hartenstein Mgmt For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1d Elect Director Diane M. Bryant Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1e Elect Director Gayla J. Delly 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 Raul J. Fernandez Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Check Kian Low Mgmt Yes 1q For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director Justine F. Page Mgmt For 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 Harry L. You 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. Ratify PricewaterhouseCoopers LLP as Mgmt For For Auditors Voting Policy Rationale: A vote FOR this item is warranted because only 15.89 percent of the fees paid to the auditor are for non-audit purposes. 3 Advisory Vote to Ratify Named Executive Mgmt Yes For Against Against Against Officers' Compensation Voting Policy Rationale: A vote AGAINST this proposal is warranted. Concerns are raised regarding the multi-year equity grants to certain NEOs that are intended to equate to four years of annual equity awards. While the grants are half performance-based, they include multiple vesting opportunities and the goals are not particularly rigorous. Multi-year grants can limit the compensation committee's ability to adjust pay levels over the period.

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	03/09/2020	Auto-Approved	03/09/2020	58	58
						Total Shares:	58	58



#### **Broadcom Inc.**

**Record Date:** 02/12/2020

## Schlumberger N.V.

Meeting Date: 04/01/2020 Primary Security ID: 806857108 Meeting ID: 1396593 Country: Curacao

Ticker: SLB

Meeting Type: Annual

**Primary CUSIP:** 806857108 Primary ISIN: AN8068571086 Primary SEDOL: 2779201 Proxy Level: N/A

Shares Voted: 1,569 Votable Shares: 1,569 \*Shares on Loan: 0 Shares Instructed: 1,569

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 Patrick de La Chevardiere	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1b	Elect Director Miguel M. Galuccio	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1c	Elect Director Olivier Le Peuch	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1d	Elect Director Tatiana A. Mitrova	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1e	Elect Director Lubna S. Olayan	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		
1f	Elect Director Mark G. Papa	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1g	Elect Director Leo Rafael Reif	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1h	Elect Director Henri Seydoux	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1i	Elect Director Jeff W. Sheets	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Adopt and Approve Financials and Dividends	Mgmt	Yes	For	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this item is warranted because only 15.64 percent of the fees paid to the auditor are for non-audit purposes.



# **Schlumberger N.V.**

**Ballot Details** 

Institutional Account Detail (IA Name, 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	03/09/2020	Auto-Approved	03/09/2020	1,569	1,569
						Total Shares:	1,569	1,569

## **Carnival Corporation**

Meeting Date: 04/06/2020 Record Date: 02/06/2020	Country: Panama Meeting Type: Annual	Primary Sec Ticker: CCL	curity ID: 143658300	Meeting ID: 1399141
Primary CUSIP: 143658300	<b>Primary ISIN:</b> PA1436583006	Primary SEDO	<b>DL:</b> 2523044	Proxy Level: N/A
	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 Instructi
1	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	is at least 30 pe	ercent diversity.		
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	is at least 30 pe	ercent diversity.		
3	Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
4	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	is at least 30 pe	ercent diversity.		
5	Re-elect Arnold W. Donald as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	is at least 30 pe	ercent diversity.		
6	Re-elect Richard J. Glasier as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	ard. There is	is at least 30 pe	ercent diversity.		
7	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For

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



# **Carnival Corporation**

Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instru
8	Re-elect John Parker as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 p	ercent diversity.		
9	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	at least 30 p	ercent diversity.		
10	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	at least 30 p	ercent diversity.		
11	Re-elect Randall J. Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	at least 30 p	ercent diversity.		
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: After a review of the company warranted, as pay is reasonably aligned with performan	•		nd practices, a	a vote FOR this proposal is		
13	Approve Directors' Remuneration Report other than Remuneration Report Set out in Section B of Part II (in accordance with legal requirements applicable to UK companies)	Mgmt	Yes	For	For	For	For
13	other than Remuneration Report Set out in Section B of Part II (in accordance with legal	uity is held thro xecutive pay, to	ough Carniva he recomme	al Corp, which	is classified as a US domestic		For
13	other than Remuneration Report Set out in Section B of Part II (in accordance with legal requirements applicable to UK companies)  Voting Policy Rationale: The majority of the Group's eqissuer. Given that the focus of this proposal is on top expenses.	uity is held thro xecutive pay, to	ough Carniva he recomme	al Corp, which	is classified as a US domestic		For
	other than Remuneration Report Set out in Section B of Part II (in accordance with legal requirements applicable to UK companies)  Voting Policy Rationale: The majority of the Group's eq issuer. Given that the focus of this proposal is on top e say-on-pay analysis. Accordingly, a vote FOR this proposal Approve Directors' Remuneration Policy (in accordance with legal requirements applicable	uity is held thro executive pay, to ssal is warrante Mgmt uity is held thro executive pay, to	ough Carniva he recomme ad. Yes ough Carniva he recomme	al Corp, which ndation for th For al Corp, which	is classified as a US domestic is proposal is aligned to the U For is classified as a US domestic	S For	
	other than Remuneration Report Set out in Section B of Part II (in accordance with legal requirements applicable to UK companies)  Voting Policy Rationale: The majority of the Group's eq issuer. Given that the focus of this proposal is on top e say-on-pay analysis. Accordingly, a vote FOR this proposal Approve Directors' Remuneration Policy (in accordance with legal requirements applicable to UK companies)  Voting Policy Rationale: The majority of the Group's eq issuer. Given that the focus of this proposal is on top et	uity is held thro executive pay, to ssal is warrante Mgmt uity is held thro executive pay, to	ough Carniva he recomme ad. Yes ough Carniva he recomme	al Corp, which ndation for th For al Corp, which	is classified as a US domestic is proposal is aligned to the U For is classified as a US domestic	S For	
14	other than Remuneration Report Set out in Section B of Part II (in accordance with legal requirements applicable to UK companies)  Voting Policy Rationale: The majority of the Group's eqissuer. Given that the focus of this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal to UK companies)  Voting Policy Rationale: The majority of the Group's eqissuer. Given that the focus of this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis. Accordingly, a vote FOR this proposal is on top esay-on-pay analysis.	uity is held thro executive pay, to osal is warrante Mgmt uity is held thro executive pay, to osal is warrante Mgmt	ough Carnive the recomme ed. Yes ough Carnive the recomme ed. Yes	al Corp, which ndation for th For al Corp, which ndation for th	is classified as a US domestic is proposal is aligned to the U For is classified as a US domestic is proposal is aligned to the U For	For	For



## **Carnival Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	on	
17	Receive the UK Accounts and R Directors and Auditors of Carni year ended November 30, 2019 accordance with legal requirem to UK companies).	val plc for the (in	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F warranted as no significant cond	, ,		n of the dire	ectors' report ar	nd financial sta	tements is				
18	Approve Issuance of Equity		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F recommended limits.	FOR these resolutions is	s warranted be	cause the p	roposed amour	nts and duration	ns are within				
19	Approve Issuance of Equity or Securities without Preemptive F	' '	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F recommended limits.	FOR these resolutions is	s warranted be	cause the p	roposed amour	nts and duration	ns are within				
20	Authorize Share Repurchase Pr	ogram	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F recommended limits.	FOR this resolution is w	varranted becau	ise the prop	osed amount a	nd duration ar	e within				
21	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	n the Equity Plan Scor	ecard evaluatio	n (EPSC), a	vote FOR this	proposal is wai	rranted.				
22	Approve UK Employee Share Po	urchase Plan	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F	FOR this resolution is w	varranted as no	issues of co	oncern have be	en identified.					
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	2 Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	03/20/2020	Auto-Approved	03/20/2020		100	100
								Total Shares:		100	100

## **The Goodyear Tire & Rubber Company**

Elect Director James A. Firestone

1a

Meeting Date: 04/06/2020 Record Date: 02/11/2020	Country: USA Meeting Type: Annual		nary Security ID: 382550101 er: GT		<b>Meeting ID:</b> 1404087
Primary CUSIP: 382550101	Primary ISIN: US3825501014	Prir	ary SEDOL: 2378200		Proxy Level: 3
Total Ballots: 2	Shares Voted: 529 Voting Policy: UUA	Votable Shares: 529	*Shares on Lo	<b>an:</b> 0	Shares Instructed: 529
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt R	ec ISS Rec	Voting Policy Rec	Vote Instruction

Yes

Mgmt

For

For

For

For



# **The Goodyear Tire & Rubber Company**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
	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 Werner Geissler	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 Peter S. Hellman	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 Laurette T. Koellner	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 Richard J. Kramer	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 W. Alan McCollough	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 John E. McGlade	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 Roderick A. Palmore	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 Hera K. Siu	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 Stephanie A. Streeter	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 Michael R. Wessel	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 Thomas L. Williams	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: Although a concern is noted, a reasonably aligned at this time.	vote FOR this	proposal is ı	warranted as p	ay and performance are		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrants non-audit purposes.	ed because on	ly 10.34 per	rcent of the fee	es paid to the auditor are for		



## **The Goodyear Tire & Rubber Company**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted, as requiring shareholder ratification of any bylaw amendment adopted by the board, even those for administrative purposes, would be overly burdensome. In addition, shareholders have effective recourse to modify a bylaw adopted by the board, if necessary.

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	03/18/2020	Auto-Approved	03/18/2020	374	374
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/18/2020	Auto-Approved	03/18/2020	155	155
						Total Shares:	529	529

#### **Adobe Inc.**

Meeting Date: 04/09/2020 Record Date: 02/12/2020	Country: USA Meeting Type: Annual	Primary Sect Ticker: ADBE	urity ID: 00724F101	<b>Meeting ID:</b> 1400782
Primary CUSIP: 00724F101	Primary ISIN: US00724F1012	Primary SEDO	<b>L:</b> 2008154	Proxy Level: 3
	Shares Voted: 3,560	Votable Shares: 3,560	*Shares on Loan: 0	Shares Instructed: 3,560
Total Dellate: 1	Vetine Bellew IIIIA			

Voting Policy: UUA
Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi		
1a	Elect Director Amy L. Banse	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1b	Elect Director Frank A. Calderoni	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 James E. Daley	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.				
1d	Elect Director Laura B. Desmond	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1e	Elect Director Charles M. Geschke	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1f	Elect Director Shantanu Narayen	Mgmt	Yes	For	For	For	For		

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



#### **Adobe Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1g	Elect Director Kathleen Oberg		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1h	Elect Director Dheeraj Pandey		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is										
1i	Elect Director David A. Ricks		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1j	Elect Director Daniel L. Rosens	weig	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	•									
1k	Elect Director John E. Warnock		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
2	Amend Qualified Employee Sto Plan	ck Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and number of shares reserved is reasonable, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.										
3	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this item is warranted because only 10.80 percent of the fees paid to the auditor are for non-audit purposes.										
4	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F review.	FOR this proposal is wa	arranted as pay	and perform	mance are reas	onably aligned	for the year in				
5	Report on Gender Pay Gap		SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives. Additionally, adoption of this proposal should serve to further strengthen the company's existing diversity initiative.										
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
Sands Cap	oital Mgnt, 6728029078	6728029078	Confirmed		Auto-Instructed	03/17/2020	Auto-Approved	03/17/2020		3,560	3,560

#### Dow Inc.

Meeting Date: 04/09/2020	Country: USA	Primary Security ID: 260557103	<b>Meeting ID:</b> 1400785
Record Date: 02/12/2020	Meeting Type: Annual	Ticker: DOW	
Primary CUSIP: 260557103	Primary ISIN: US2605571031	Primary SEDOL: BHXCF84	Proxy Level: 3

**Total Shares:** 

3,560

3,560

non-audit purposes.



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### Dow Inc.

Shares Voted: 57 Votable Shares: 57 \*Shares on Loan: 0 Shares Instructed: 57 Total Ballots: 1 Voting Policy: UUA Votable Voting Vote Proposal **Proposal Text** Instruction Proposal **Mgmt Rec** ISS Rec **Policy Rec** Number Proponent Elect Director Samuel R. Allen 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. 1b Elect Director Ajay Banga Mgmt For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1c Elect Director Jacqueline K. Barton Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1d Elect Director James A. Bell Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1e Elect Director Wesley G. Bush 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 Richard K. Davis Mgmt For Against Against Yes 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. Elect Director Jeff M. Fettig 1g Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director Jim Fitterling Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1i Elect Director Jacqueline C. Hinman Mamt 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 Jill S. Wyant 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 Daniel W. Yohannes 1k 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 for the year in review. Advisory Vote on Say on Pay Frequency Mgmt One 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 Deloitte & Touche LLP as Auditors Mgmt For For For Yes Voting Policy Rationale: A vote FOR this item is warranted because only 8.59 percent of the fees paid to the auditor are for



#### Dow Inc.

			••
Ball	ot	Deta	IIIS

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	03/16/2020	Auto-Approved	03/16/2020	57	57
						Total Shares:	57	57

## **Chesapeake Energy Corporation**

•		Primary Secu Ticker: CHK	ırity ID: 165167107	<b>Meeting ID:</b> 1410147
<b>Primary CUSIP:</b> 165167107	<b>Primary ISIN:</b> US1651671075	Primary SEDOI	L: 2182779	Proxy Level: 2
	Shares Voted: 1,008	Votable Shares: 1,008	*Shares on Loan: 0	Shares Instructed: 1,008
Total Ballots: 1	Voting Policy: UUA			

For	lgmt Yes For For	For For
mpany to	ted given that the reverse stock split may enable the con	any to
For	lgmt Yes For For	For For
er o	ted as it would limit the effective increase in the number	f

#### **Ballot Details**

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	03/26/2020	Auto-Approved	03/26/2020	1,008	1,008
						Total Shares:	1,008	1,008

#### **Fifth Third Bancorp**

Meeting Date: 04/14/2020 Record Date: 02/21/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: FITB	urity ID: 316773100	<b>Meeting ID:</b> 1402858
<b>Primary CUSIP:</b> 316773100	<b>Primary ISIN:</b> US3167731005	Primary SEDO	<b>L:</b> 2336747	Proxy Level: 3
Total Ballots: 1	Shares Voted: 421 Voting Policy: UUA	Votable Shares: 421	*Shares on Loan: 0	Shares Instructed: 421

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	Yes	For	For	For	For



## **Fifth Third Bancorp**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio					
	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 B. Evan Bayh, III	Mgmt	Yes	For	For	Against	Against					
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.3	Elect Director Jorge L. Benitez	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.4	Elect Director Katherine B. Blackburn	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.5	Elect Director Emerson L. Brumback	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.6	Elect Director Jerry W. Burris	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.7	Elect Director Greg D. Carmichael	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.8	Elect Director C. Bryan Daniels	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 Thomas H. Harvey	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.10	Elect Director Gary R. Heminger	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.11	Elect Director Jewell D. Hoover	Mgmt	Yes	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	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.							
1.13	Elect Director Michael B. McCallister	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.							
1.14	Elect Director Marsha C. Williams	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 Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this item is warrants non-audit purposes.	ed because on	ly 3.90 perc	ent of the fees	paid to the auditor are for							



## **Fifth Third Bancorp**

Proposal

Number	Proposal Text		Proponent	Proposai	мдт кес	155 Rec		Policy Rec	Instruction		
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 warranted as pay and performance are reasonably aligned for the year in review. However, continued monitoring is warranted given concerns over both the level of discretion afforded the committee in determining payouts under the annual program and questions raised around the rigor of the long-term program.										
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 D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Sta	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	Votal	ble Shares	Shares Voted
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	03/23/2020	Auto-Approved	03/23/2020		421	421

Votable

Voting

**Total Shares:** 

421

421

Vote

#### **The Bank of New York Mellon Corporation**

Meeting Date: 04/15/2020	Country: USA	Primary Secu	ırity ID: 064058100	<b>Meeting ID:</b> 1402316		
Record Date: 02/18/2020	Meeting Type: Annual	Ticker: BK	Ticker: BK			
Primary CUSIP: 064058100	<b>Primary ISIN:</b> US0640581007	Primary SEDOI	.: B1Z77F6	Proxy Level: 3		
	Shares Voted: 2,539	Votable Shares: 2,539	*Shares on Loan: 0	Shares Instructed: 2,539		
Total Ballots: 1	Voting Policy: UUA					

Total Ball	ots: 1 Voting Policy: UL	JA								
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi			
1a	Elect Director Linda Z. Cook	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 Joseph J. Echevarria	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.Ti	There is gender				
1c	Elect Director Thomas P. "Todd" Gibbons	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 Jeffrey A. Goldstein	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 Edmund F. "Ted" Kelly	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 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.									

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



2,539

2,539

**Total Shares:** 

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **The Bank of New York Mellon Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1g	Elect Director Elizabeth E. Robin	nson	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 diversit	γ.				
1h	Elect Director Samuel C. Scott,	III	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 diversit	γ.				
1i	Elect Director Frederick O. Terr	ell	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is										
1j	Elect Director Alfred W. "AI" Zo	llar	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.										
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F review. However, continued mor committee discretion over total in	nitoring of pay outcome	es is warranted	l, in light of							
3	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.37 percent of the fees paid to the auditor are for non-audit purposes.										
4	Report on Gender Pay Gap		SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote F the company's existing diversity to better measure the progress of										
5	Require Shareholder Approval of Amendments Adopted by the B Directors	•	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote A amendment adopted by the boar shareholders have effective reco	rd, even those for adm	inistrative purp	oses, would	d be overly bur		•				
Ballot D											
	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	03/23/2020	Auto-Approved	03/23/2020		2,539	2,539

#### **Celanese Corporation**

Meeting Date: 04/16/2020	Country: USA	Primary Security ID: 150870103	<b>Meeting ID:</b> 1403897
Record Date: 02/18/2020	Meeting Type: Annual	Ticker: CE	
Primary CUSIP: 150870103	Primary ISIN: US1508701034	Primary SEDOL: B05MZT4	Proxy Level: 3



#### **Celanese Corporation**

Shares Voted: 938 Votable Shares: 938 \*Shares on Loan: 0 Shares Instructed: 938

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 Jean S. Blackwell	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.		
1b	Elect Director William M. Brown	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.		
1c	Elect Director Edward G. Galante	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 Kathryn M. Hill	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.		
1e	Elect Director David F. Hoffmeister	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 Jay V. Ihlenfeld	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.		
1g	Elect Director Mark C. Rohr	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.		
1h	Elect Director Kim K. W. Rucker	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.		
1i	Elect Director Lori J. Ryerkerk	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 John K. Wulff	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.		
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warran non-audit purposes.	nted because or	nly 13.89 per	rcent of the fe	es 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 warranted, with caution. Following last year's relatively low say-on-pay vote result, the committee engaged with shareholders and disclosed the feedback received. While some investors may have expected a broader commitment regarding entirely time-based equity awards to retirement-eligible NEOs, the committee did state that any additional equity grants made to Chairman Rohr would be performance-based. Further, pay and performance were reasonably aligned for the year in review.

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/20/2020	Auto-Approved	03/20/2020	938	938



#### **Celanese Corporation**

Total Shares:	938	938

#### **IHS Markit Ltd.**

Meeting Date: 04/16/2020 Record Date: 02/20/2020	•		Primary Security ID Ticker: INFO	<b>:</b> G47567105	Meeting ID: 1400394
<b>Primary CUSIP:</b> G47567105	Primary ISIN: BMG475671050		Primary SEDOL: BD0Q558		Proxy Level: N/A
Total Ballots: 1	Shares Voted: 234 Votable Share Voting Policy: UUA		<b>s:</b> 234	*Shares on Loan: 0	Shares Instructed: 234

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct				
1a	Elect Director Lance Uggla	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 John Browne	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1c	Elect Director Ruann F. Ernst	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 William E. Ford	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 Jean-Paul L. Montupet	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 Deborah K. Orida	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 James A. Rosenthal	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 review.	ranted as pay	and perforn	nance are reaso	onably aligned for the year in						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this item is warrant	ed because les	s than one i	percent of the	fees paid to the auditor are fo	or					

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

#### **Ballot Details**

24								
Institutional Account Detail (IA Name, 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	03/18/2020	Auto-Approved	03/18/2020	234	234



#### **IHS Markit Ltd.**

Total Shares: 234 234

#### **Owens Corning**

**Meeting Date:** 04/16/2020 Country: USA Primary Security ID: 690742101 **Meeting ID:** 1407746 Record Date: 02/18/2020 Meeting Type: Annual Ticker: OC **Primary CUSIP:** 690742101 Primary ISIN: US6907421019 Primary SEDOL: B1FW7Q2 Proxy Level: 3 Shares Voted: 106 Votable Shares: 106 \*Shares on Loan: 0Shares Instructed: 106 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 Brian D. Chambers	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 Eduardo E. Cordeiro	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 Adrienne D. Elsner	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.		
1d	Elect Director J. Brian Ferguson	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.		
1e	Elect Director Ralph F. Hake	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 Edward F. Lonergan	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 Maryann T. Mannen	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 W. Howard Morris	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 Suzanne P. Nimocks	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 John D. Williams	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante	ed because on	lv 2.35 perce	ent of the fees	paid to the auditor are for		

Voting Policy Rationale: A vote FOR this item is warranted because only 2.35 percent of the fees paid to the auditor are for non-audit purposes.

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



## **Owens Corning**

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion		
3	Advisory Vote to Ratify Name Officers' Compensation	Mgmt	Yes	For	For		For	For				
	Voting Policy Rationale: Althor reasonably aligned at this time											
4	Amend Qualified Employee S Plan	tock 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 reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.											
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	04/01/2020	Auto-Approved	04/01/2020		106	106	
								Total Shares	. <b></b>	106	106	

Voting

Vote

Votable

#### **PPG Industries, Inc.**

Meeting Date: 04/16/2020 Record Date: 02/21/2020	Country: USA Meeting Type: Annual		Primary Security ID Ticker: PPG	: 693506107	<b>Meeting ID:</b> 1403421
Primary CUSIP: 693506107	<b>Primary ISIN:</b> US6935061076		Primary SEDOL: 2698470		Proxy Level: 3
Total Ballots: 1	Shares Voted: 416 Voting Policy: UUA	Votable Shares	<b>::</b> 416	*Shares on Loan: 0	Shares Instructed: 416

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct					
1.1	Elect Director Stephen F. Angel	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.2	Elect Director Hugh Grant	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	s at least 30 p	ercent diversity.							
1.3	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	s at least 30 p	ercent diversity.							
2.1	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.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this proposal is review.	is warranted as pay	and perforn	nance are reas	onably aligned for th	he year in						

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



Meeting ID: 1393400

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### **PPG Industries, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
4	Declassify the Board of Direct	tors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote demonstrates a commitment to					ty to sharehold	ders and				
5	Reduce Supermajority Vote R	equirement	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote enhances shareholder rights.	FOR this proposal is w	arranted given t	that the red	uction in the sup	permajority vo	ote requirement				
6	Ratify PricewaterhouseCoope	rs LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warra	nted because or	nly 18.44 pe	rcent of the fee	s paid to the a	auditor are for				
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	03/24/2020	Auto-Approved	03/24/2020		416	416
								Total Shares		416	

## **Agilent Technologies, Inc.**

Country: USA

Meeting Type: Annual

Meeting Date: 04/17/2020

Record Date: 01/22/2020

Primary C	USIP: 00846U101	Primary ISIN: US0084	6U1016		Primary	<b>SEDOL:</b> 2520153		Proxy Level: 3	
		Shares Voted: 238		Votable Sh	nares: 238	*:	Shares on Loan: 0	Shares Instruct	t <b>ed:</b> 238
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 Heidi Kunz		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 Susan H. Rataj		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 George A. Scango	S	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 Dow R. Wilson		Mgmt	Yes	For	For	For	For	

Ticker: A

Primary Security ID: 00846U101



#### **Agilent Technologies, Inc.**

	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2	Approve Qualified Employee Plan	Stock Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote shares reserved is reasonable, Code.	, ,	_	,	,						
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althou aligned with performance for a	the year under review ar					,				
	FOR this proposal is warranted	d.									
4	FOR this proposal is warrantee Ratify PricewaterhouseCoope Auditors		Mgmt	Yes	For	For		For	For		
4	Ratify PricewaterhouseCoope	ers LLP as					uditor are for	For	For		
4 Ballot D	Ratify PricewaterhouseCoope Auditors  Voting Policy Rationale: A vote non-audit purposes.	ers LLP as					uditor are for	For	For		
Ballot D	Ratify PricewaterhouseCoope Auditors  Voting Policy Rationale: A vote non-audit purposes.	ers LLP as		nly 1.08 perc			Approver Name	For  Date Approved	For	Votable Shares	Shares Voted
Ballot D Institutio (IA Name	Ratify PricewaterhouseCoope Auditors  Voting Policy Rationale: A vote non-audit purposes.  etails  nal Account Detail	ers LLP as e FOR this item is warrai Custodian	nted because on	nly 1.08 perc	cent of the fees	s paid to the at	Approver	Date	For	Votable Shares	Shares Voted 238

#### Stanley Black & Decker, Inc.

percent diversity.

Meeting Date: 04/17/2020	Country: USA		Primary Security ID:	854502101	<b>Meeting ID:</b> 1402655
<b>Record Date:</b> 02/14/2020	Meeting Type: Annual		Ticker: SWK		
<b>Primary CUSIP:</b> 854502101	Primary ISIN: US8545021011		Primary SEDOL: B3Q2F3	4	Proxy Level: 3
Total Ballots: 1	Shares Voted: 135 Voting Policy: UUA	Votable Shares	: 135	*Shares on Loan: 0	Shares Instructed: 135

lotal ball	ots: 1 v	oting Policy: UUA								
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director Andrea J. Ayers		Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.2	Elect Director George W. Buckley		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.									
1.3	Elect Director Patrick D. Campbell		Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The nomine	ee is an incumbent n	nember of the	audit comm	nittee and non-	audit fees exceed 25% of the				

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

aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30



# **Stanley Black & Decker, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.4	Elect Director Carlos M. Cardoso	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	
1.5	Elect Director Robert B. Coutts	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.		
1.6	Elect Director Debra A. Crew	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.		
1.7	Elect Director Michael D. Hankin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent maggregate fees paid to the company's external auditor. To percent diversity.						
1.8	Elect Director James M. Loree	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.		
1.9	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent maggregate fees paid to the company's external auditor. To percent diversity.						
1.10	Elect Director Irving Tan	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante	ed as pay and	performanc	e are reasonab	ly aligned at this time.		
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 26.04 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is ward shareholder rights.	ranted given ti	hat the abilit	ty to act by wri	itten consent would enhance		
Ballot D	Details						

Institutional Account Detail (IA Name, 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	03/23/2020	Auto-Approved	03/23/2020	135	135
			_			Total Shares:	135	135



## **American Electric Power Company, Inc.**

Meeting Date: 04/21/2020Country: USAPrimary Security ID: 025537101Meeting ID: 1406024Record Date: 02/24/2020Meeting Type: AnnualTicker: AEP

 Primary CUSIP: 025537101
 Primary ISIN: US0255371017
 Primary SEDOL: 2026242
 Proxy Level: 3

Shares Voted: 113 Votable Shares: 113 \*Shares on Loan: 0 Shares Instructed: 113

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	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 diver	sity on the boo	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 diver	sity on the boo	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 diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.5	Elect Director Art A. Garcia	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 Linda A. Goodspeed	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.		
1.7	Elect Director Thomas E. Hoaglin	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 Sandra Beach Lin	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 Margaret M. McCarthy	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.		
1.10	Elect Director Richard C. Notebaert	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.		
1.11	Elect Director Stephen S. Rasmussen	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.		
1.12	Elect Director Oliver G. Richard, 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.		
1.13	Elect Director Sara Martinez Tucker	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.		

Proposal



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **American Electric Power Company, Inc.**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
2	Ratify PricewaterhouseCoopers Auditors	s LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote in non-audit purposes.	FOR this item is warrar	nted because or	nly 2.09 perd	cent of the fees	paid to the au	uditor are for				
3	Advisory Vote to Ratify Named Officers' Compensation	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				
Ballot D	Details										
	onal Account Detail le, IA Number)	Custodian Account Number	Ballot Stat	cus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Socially R	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	03/20/2020	Auto-Approved	03/22/2020		113	113
								Total Shares	-	113	113

Votable

Voting

Vote

# **Citigroup Inc.**

Meeting Date: 04/21/2020 Record Date: 02/24/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: C	rity ID: 172967424	<b>Meeting ID:</b> 1406053
<b>Primary CUSIP:</b> 172967424	<b>Primary ISIN:</b> US1729674242	Primary SEDOL	: 2297907	Proxy Level: 3
	Shares Voted: 4,671	Votable Shares: 4,671	*Shares on Loan: 0	Shares Instructed: 4,671
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 Michael L. Corbat	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 Ellen M. Costello	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.		
1c	Elect Director Grace E. Dailey	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 Barbara J. Desoer	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 John C. Dugan	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 Duncan P. Hennes	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.		

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



#### Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1g	Elect Director Peter B. Henry	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 S. Leslie Ireland	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.		
<b>1</b> i	Elect Director Lew W. (Jay) Jacobs, IV	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 Renee J. James	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 Gary M. Reiner	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 Diana L. Taylor	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 James S. Turley	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	
1n	Elect Director Deborah C. Wright	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.		
10	Elect Director Alexander R. Wynaendts	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.		
1p	Elect Director Ernesto Zedillo Ponce de Leon	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 KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrannon-audit purposes.	anted because les	ss than one ,	percent of the	fees paid to the auditor are	e 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 warranted, with caution. NEO total pay is ultimately determined by committee discretion 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, the market has shifted since say-on-pay was mandated, and most companies have taken steps to reduce discretionary elements in recent years. Moreover, the company's 2020 proxy provides less disclosure about performance targets and per-metric performance assessments, which decreases pay program transparency, and one NEO received significant one-time award that lacks performance vesting criteria. However, there are mitigating factors for the year in review. The compensation committee's assessments and resulting payouts have not resulted in a quantitative pay-for-performance misalignment. Further, the scorecard has utilized mostly consistent metrics over several years. Lastly, half of long-term incentives carry reasonably rigorous performance criteria and are measured over a multi-year period with forward-looking goals disclosed. Shareholders are advised to monitor the company's incentive pay structure, particularly should CEO pay and company performance become misaligned going forward.



Voting

Vote

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Citigroup Inc.**

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
4	Amend 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	proposal is wai	ranted.				
5	Amend Proxy Access Right		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote limit would improve the compa	, ,			limination of th	e 20 sharehold	er aggregation				
6	Review on Governance Docur	nents	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote enable investors to better unde (BRT) Statement on the Purpo.	erstand the governance			, ,						
7	Report on Lobbying Payments	s and Policy	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote expenditures, trade association assess the risks and benefits a	n memberships, and ma	nagement-leve	l oversight n	nechanisms wo	uld help sharel	5				
Ballot D	<b>Details</b>										
	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	04/01/2020	Auto-Approved	04/01/2020		4,671	4,671
								Total Shares	s:	4,671	4,671

Votable

#### **M&T Bank Corporation**

_	Date: 04/21/2020 Date: 02/25/2020	Country: USA Meeting Type: Annu	ıal		Primary Ticker:	Security ID: 5	55261F104		Meeting ID: 1404637
Primary C	<b>USIP:</b> 55261F104	Primary ISIN: US5526	1F1049		Primary	<b>SEDOL:</b> 2340168			Proxy Level: 3
		Shares Voted: 230		Votable Sh	ares: 230		*Shares on Loa	an: 0	Shares Instructed: 230
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	Float Director C. Angela Pentem		Mamt	Voc	For	Eor		Withhold	Withhold

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director C. Angela Bontempo	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1.2	Elect Director Robert T. Brady	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1.3	Elect Director T. Jefferson Cunningham, III	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					

voting rolley rationale. Less than 50% or the board is diverse.



## **M&T Bank Corporation**

Proposal	-		Votable			Voting	Vote
Number	Proposal Text	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Instructi
1.4	Elect Director Gary N. Geisel	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.5	Elect Director Richard S. Gold	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.6	Elect Director Richard A. Grossi	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.7	Elect Director John D. Hawke, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.8	Elect Director Rene F. Jones	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.9	Elect Director Richard H. Ledgett, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.10	Elect Director Newton P.S. Merrill	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.11	Elect Director Kevin J. Pearson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.12	Elect Director Melinda R. Rich	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.13	Elect Director Robert E. Sadler, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.14	Elect Director Denis J. Salamone	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-independent diverse.	t and serves o	on a key con	nmittee.Less th	nan 30% of the board is		
1.15	Elect Director John R. Scannell	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.16	Elect Director David S. Scharfstein	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.17	Elect Director Herbert L. Washington	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 some concerns are hig	hlighted, a vo	te FOR this	proposal is wa	rranted as pay and		

Voting Policy Rationale: Although some concerns are highlighted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.



#### **M&T Bank Corporation**

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction	on	
3	Ratify PricewaterhouseCoope Auditors	ers LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	e FOR this item is warrai	nted because or	nly 1.82 perd	cent of the fees	s paid to the a	uditor are 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	03/20/2020	Auto-Approved	03/22/2020		230	230
								Total Shares	:	230	230

Votable

Voting

Vote

## **Newmont Corporation**

Meeting Date: 04/21/2020 Record Date: 02/24/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: NEM	urity ID: 651639106	Meeting ID: 1404101
<b>Primary CUSIP:</b> 651639106	<b>Primary ISIN:</b> US6516391066	Primary SEDO	<b>DL:</b> 2636607	Proxy Level: 3
	Shares Voted: 875	Votable Shares: 875	*Shares on Loan: 0	Shares Instructed: 875
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 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	rcent 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	rcent 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 Maura Clark	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 Matthew Coon Come	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 Noreen Doyle	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.		
1.7	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	rcent diversity.		



#### **Newmont Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Rene Medori	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 Jane Nelson	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 Thomas Palmer	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.		
1.11	Elect Director Julio M. Quintana	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.		
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 be lower than his predecessor's pay and incentive progra performance were reasonably aligned for the year in rev	ams remained	-	•	•		
3	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.		
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 17.15 per	cent of the fee	s paid to the auditor are for		
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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/23/2020	Auto-Approved	03/23/2020	730	730
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/23/2020	Auto-Approved	03/23/2020	145	145
						Total Shares:	875	875

#### **Northern Trust Corporation**

Elect Director Linda Walker Bynoe

1a

Meeting Date: 04/21/2020 Record Date: 02/24/2020	Country: USA  Meeting Type: Annual	Primary Securit Ticker: NTRS	<b>ID:</b> 665859104	Meeting ID: 1405404
<b>Primary CUSIP:</b> 665859104	<b>Primary ISIN:</b> US6658591044	Primary SEDOL: 26	48668	Proxy Level: 3
Total Ballots: 2	Shares Voted: 1,215 Voting Policy: UUA	Votable Shares: 1,215	*Shares on Loan: 0	Shares Instructed: 1,215
Proposal Number Proposal Text	Proponent	Votable : Proposal Mgmt Rec ISS Rec	Voting Policy Rec	Vote Instruction

Yes

Mgmt

For

Against

Against

For



# **Northern Trust Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
	Voting Policy Rationale: The nominee is employed for and racial diversity on the board. There is at least 30			more than 2 pu	ıblic companies.There is gena	ler	
1b	Elect Director Susan Crown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Dean M. Harrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the boo	ard. There is	s at least 30 pe	ercent 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 boo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Marcy S. Klevorn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Siddharth N. "Bobby" Mehta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Michael G. O'Grady	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the boo	ard. There is	s at least 30 pe	ercent 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 boo	ard. There is	s at least 30 pe	ercent diversity.		
1i	Elect Director Thomas E. Richards	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the boo	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 of	diversity on the boo	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 of	diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
11	Elect Director Donald Thompson	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 gena	ler	
1m	Elect Director Charles A. Tribbett, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the boo	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 perform	mance are reas	sonably aligned at this time.		
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For



Shares Instructed: 269

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### **Northern Trust Corporation**

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/25/2020	Auto-Approved	03/25/2020	1,163	1,163
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/25/2020	Auto-Approved	03/25/2020	52	52
						Total Shares:	1,215	1,215

#### **PACCAR Inc**

Drive and CUSTD: 602710100	Daine and TCTN - UCC027101000	Dulmann, CEDOL , 266F061	Present accels 2
<b>Record Date:</b> 02/25/2020	Meeting Type: Annual	Ticker: PCAR	
Meeting Date: 04/21/2020	Country: USA	Primary Security ID: 693718108	Meeting ID: 1406061

\*Shares on Loan: 0

 Primary CUSIP: 693718108
 Primary ISIN: US6937181088
 Primary SEDOL: 2665861
 Proxy Level: 3

Votable Shares: 269

Total Ballots: 1 Voting Policy: UUA

Shares Voted: 269

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director Mark C. Pigott	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at l	east one mino	rity director.	Less than 30%	6 of the board is diverse.		
1.2	Elect Director Dame Alison J. Carnwath	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at leading to the nominee is employed full-time and sits on boards at mo		,		6 of the board is diverse.The		
1.3	Elect Director Franklin L. Feder	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at l	east one mino	rity director.	Less than 30%	6 of the board is diverse.		
1.4	Elect Director R. Preston Feight	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at l	east one mino	rity director.	Less than 30%	6 of the board is diverse.		
1.5	Elect Director Beth E. Ford	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at l	east one mino	rity director.	Less than 30%	6 of the board is diverse.		
1.6	Elect Director Kirk S. Hachigian	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at l	east one mino	rity director.	Less than 30%	6 of the board is diverse.		
1.7	Elect Director Roderick C. McGeary	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at l	east one mino	rity director.	Less than 30%	6 of the board is diverse.		
1.8	Elect Director John M. Pigott	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at l	east one mino	rity director.	Less than 30%	6 of the board is diverse.		
1.9	Elect Director Mark A. Schulz	Mgmt	Yes	For	For	Against	Against
1.9	Voting Policy Rationale: The board does not include at I	<b>J</b> .				Against	_



#### **PACCAR Inc**

Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
Elect Director Gregory M. E. Sp	pierkel	Mgmt	Yes	For	For		Against	Against		
- ,			•		6 of the board	is diverse.The				
Elect Director Charles R. Willia	mson	Mgmt	Yes	For	For		Against	Against		
Voting Policy Rationale: The boo	ard does not include at	least one mino	ority director	Less than 30%	6 of the board	is diverse.				
Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: Althoug reasonably aligned at this time.	h a concern is noted, a	a vote FOR this	proposal is	warranted as p	ay and perform	mance are				
·		Mgmt	Yes	For	For		For	For		
special meetings. As such, for a	vote FOR this proposa	l is warranted,								
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	arranted given t	that the abil	ity to act by wr	itten consent v	would enhance				
etails										
onal Account Detail 2, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	03/24/2020	Auto-Approved	03/24/2020		269	269
							Total Shares	: ====	269	269
	Elect Director Gregory M. E. Sp.  Voting Policy Rationale: The book nominee is employed full-time at Elect Director Charles R. Willia  Voting Policy Rationale: The book Advisory Vote to Ratify Named Officers' Compensation  Voting Policy Rationale: Although reasonably aligned at this time.  Amend Certificate of Incorporate Shareholders Right to Call Spe  Voting Policy Rationale: Under the special meetings. As such, for at threshold serves to promote the Provide Right to Act by Writter  Voting Policy Rationale: A vote is shareholder rights.  etails nal Account Detail to Account Detail	Elect Director Gregory M. E. Spierkel  Voting Policy Rationale: The board does not include at nominee is employed full-time and sits on boards at m  Elect Director Charles R. Williamson  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.  Amend Certificate of Incorporation to Confirm Shareholders Right to Call Special Meetings  Voting Policy Rationale: Under the company's Certificate special meetings. As such, for a vote FOR this proposate threshold serves to promote the overall rights of share Provide Right to Act by Written Consent  Voting Policy Rationale: A vote FOR this proposal is we shareholder rights.  etails  nal Account Detail Custodian Account Number	Elect Director Gregory M. E. Spierkel Mgmt  Voting Policy Rationale: The board does not include at least one minor nominee is employed full-time and sits on boards at more than 2 pub  Elect Director Charles R. Williamson Mgmt  Voting Policy Rationale: The board does not include at least one minor and the policy Rationale: The board does not include at least one minor and the policy Rationale: The board does not include at least one minor and the policy Rationale: Although a concern is noted, a vote FOR this reasonably aligned at this time.  Amend Certificate of Incorporation to Confirm Mgmt Shareholders Right to Call Special Meetings  Voting Policy Rationale: Under the company's Certificate of Incorporal special meetings. As such, for a vote FOR this proposal is warranted, threshold serves to promote the overall rights of shareholders.  Provide Right to Act by Written Consent SH  Voting Policy Rationale: A vote FOR this proposal is warranted given to shareholder rights.  etails  nal Account Detail Custodian Account Number Ballot States.	Elect Director Gregory M. E. Spierkel Mgmt Yes  Voting Policy Rationale: The board does not include at least one minority director nominee is employed full-time and sits on boards at more than 2 public companie. Elect Director Charles R. Williamson Mgmt Yes  Voting Policy Rationale: The board does not include at least one minority director. 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.  Amend Certificate of Incorporation to Confirm Mgmt Yes  Shareholders Right to Call Special Meetings  Voting Policy Rationale: Under the company's Certificate of Incorporation, shareh special meetings. As such, for a vote FOR this proposal is warranted, as the abilit threshold serves to promote the overall rights of shareholders.  Provide Right to Act by Written Consent SH Yes  Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability shareholder rights.  etails  nal Account Detail Account Detail Account Number Ballot Status	Elect Director Gregory M. E. Spierkel Mgmt Yes For  Voting Policy Rationale: The board does not include at least one minority director. Less than 30% nominee is employed full-time and sits on boards at more than 2 public companies.  Elect Director Charles R. Williamson Mgmt Yes For  Voting 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  Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as preasonably aligned at this time.  Amend Certificate of Incorporation to Confirm Mgmt Yes For Shareholders Right to Call Special Meetings  Voting Policy Rationale: Under the company's Certificate of Incorporation, shareholders do not a special meetings. As such, for a vote FOR this proposal is warranted, as the ability to call special threshold serves to promote the overall rights of shareholders.  Provide Right to Act by Written Consent SH Yes Against  Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by with shareholder rights.  Linstructor Name  Instructor Name	Elect Director Gregory M. E. Spierkel Mgmt Yes For For  Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board nominee is employed full-time and sits on boards at more than 2 public companies.  Elect Director Charles R. Williamson Mgmt Yes For For  Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board 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 performances analy aligned at this time.  Amend Certificate of Incorporation to Confirm Mgmt Yes For For Shareholders Right to Call Special Meetings  Voting Policy Rationale: Under the company's Certificate of Incorporation, shareholders do not currently have a special meetings. As such, for a vote FOR this proposal is warranted, as the ability to call special meetings at a threshold serves to promote the overall rights of shareholders.  Provide Right to Act by Written Consent SH Yes Against For  Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent is shareholder rights.  etails  nal Account Detail Account Detail Account Number Ballot Status Instructor Name Instructed	Elect Director Gregory M. E. Spierkel 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 employed full-time and sits on boards at more than 2 public companies.  Elect Director Charles R. Williamson 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  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.  Amend Certificate of Incorporation to Confirm Mgmt Yes For For  Shareholders Right to Call Special Meetings  Voting Policy Rationale: Under the company's Certificate of Incorporation, shareholders do not currently have the right to call special meetings. As such, for a vote FOR this proposal is warranted, as the ability to call special meetings at a 25 percent threshold serves to promote the overall rights of shareholders.  Provide Right to Act by Written Consent SH Yes Against For  Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.  etails  nal Account Detail Account Number Ballot Status Instructor Name Approver Name	Elect Director Gregory M. E. Spierkel 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. The nominee is employed full-time and sits on boards at more than 2 public companies.**  Elect Director Charles R. Williamson 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.**  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.**  Amend Certificate of Incorporation to Confirm Mgmt Yes For For For For For Shareholders Right to Call Special Meetings  **Voting Policy Rationale: Under the company's Certificate of Incorporation, shareholders do not currently have the right to call special meetings. As such, for a vote FOR this proposal is warranted, as the ability to call special meetings at a 25 percent threshold serves to promote the overall rights of shareholders.**  Provide Right to Act by Written Consent SH Yes Against For For For Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.**  **Each State Shareholder Read Shareho	Elect Director Gregory M. E. Spierkel 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.  Elect Director Charles R. Williamson Mgmt Yes For 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.  Advisory Vote to Ratify Named Executive Mgmt Yes For For 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.  Amend Certificate of Incorporation to Confirm Mgmt Yes For For For For For For Shareholders Right to Call Special Meetings  Voting Policy Rationale: Under the company's Certificate of Incorporation, shareholders do not currently have the right to call special meetings. As such, for a vote FOR this proposal is warranted, as the ability to call special meetings at a 25 percent threshold serves to promote the overall rights of shareholders.  Provide Right to Act by Written Consent SH Yes Against For For For For For For Woting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.	Proposal Text   Proposal Mgmt   Proposal Mgmt Rec   ISS Rec   Policy Rec   Instruction

#### **U.S. Bancorp**

Meeting Date: 04/21/2020 Record Date: 02/25/2020	•		Primary Security ID: Ticker: USB	902973304	<b>Meeting ID:</b> 1405454
Primary CUSIP: 902973304	<b>Primary ISIN:</b> US9029733048	Primary SEDOL: 27360		5	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,067 Voting Policy: UUA	Votable Shares	2,067 <b>*Shares on Loan:</b> 0		Shares Instructed: 2,067

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Warner L. Baxter	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 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	s at least 30 pe	ercent diversity.		



#### **U.S. Bancorp**

Institutional Account Detail (IA Name, IA Number)

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1c	Elect Director Elizabeth L. Buse	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.		
1d	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	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 diver-	sity on the bo	ard. There is	at least 30 pe	rcent diversity.		
1f	Elect Director Kimberly J. Harris	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 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	
1h	Elect Director Olivia F. Kirtley	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.		
1i	Elect Director Karen S. Lynch	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.		
1j	Elect Director Richard P. McKenney	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 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.		
11	Elect Director John P. Wiehoff	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.		
1m	Elect Director Scott W. Wine	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: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 11.36 per	cent of the fee.	s 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 ward disclosure and LTI vesting design, CEO pay and compant the short- and long-term programs remain majority perf financial institutions, the executive pay program minimiz opportunities.	y performance formance-base	e are reason d. Moreover	ably aligned for , in contrast to	r the year in review and both many other large U.S.		
Ballot D	etails						

Ballot Status

Custodian Account Number Date Instructed Date Approved

Votable Shares

Shares Voted

Instructor

Name



## **U.S. Bancorp**

**Ballot Details** 

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/25/2020	Auto-Approved	03/25/2020	2,067	2,067
						Total Shares:	2,067	2,067

#### **Whirlpool Corporation**

Meeting Date: 04/21/2020 Record Date: 02/24/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: WHR	curity ID: 963320106	Meeting ID: 1404070
<b>Primary CUSIP:</b> 963320106	<b>Primary ISIN:</b> US9633201069	Primary SEDO	<b>DL:</b> 2960384	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0	Shares Instructed: 100
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	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	
1b	Elect Director Marc R. Bitzer	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 Greg Creed	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 Gary T. DiCamillo	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 Diane M. Dietz	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 Gerri T. Elliott	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.		
<b>1</b> g	Elect Director Jennifer A. LaClair	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 John D. Liu	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. Loree	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.		



#### **Whirlpool Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1j	Elect Director Harish Manwani		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The normal racial diversity on the board	, ,			more than 2 pu	ublic companie	s.There is gend	ler			
1k	Elect Director Patricia K. Poppe	е	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	/.				
11	Elect Director Larry O. Spence	r	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The normal racial diversity on the board	, ,			more than 2 pu	ublic companie	s.There is gend	ler			
1m	Elect Director Michael D. White	e	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The normal racial diversity on the board				more than 2 pu	ublic companie	s.There is gend	ler			
2	Advisory Vote to Ratify Named Officers' Compensation	I Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote review.	FOR this proposal is wa	arranted as pay	and perfori	mance are reas	onably aligned	for the year in				
3	Ratify Ernst & Young LLP as A	uditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 13.00 pe	ercent of the fee	es paid to the a	auditor are for				
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	03/23/2020	Auto-Approved	03/23/2020		100	100
								Total Shares	. ——	100	100

## **AMN Healthcare Services, Inc.**

Meeting Date: 04/22/2020 Record Date: 02/24/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: AMN	001744101	<b>Meeting ID:</b> 1406051
Primary CUSIP: 001744101	Primary ISIN: US0017441017		Primary SEDOL: 2813552		Proxy Level: 4
Total Ballots: 1	Shares Voted: 2,478 Voting Policy: UUA	Votable Shares	: 2,478	*Shares on Loan: 0	Shares Instructed: 2,478

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark G. Foletta	Mgmt	Yes	For	For	For	For

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



# **AMN Healthcare Services, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi					
1b	Elect Director Teri G. Fontenot	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1c	Elect Director R. Jeffrey Harris	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.							
1d	Elect Director Michael M.E. Johns	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.							
1e	Elect Director Daphne E. Jones	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	percent diversity.							
1f	Elect Director Martha H. Marsh	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.							
1g	Elect Director Susan R. Salka	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.							
1h	Elect Director Douglas D. Wheat	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 p	oublic companies.There	is gender						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.											
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this item is warn non-audit purposes.	ranted because on	nly 13.71 per	rcent of the fe	es paid to the auditor a	nre for						
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this proposal is call special meetings would enhance shareholder rig	•	eduction in t	the ownership	threshold for sharehold	ders to						
5	Approve Reduction of Threshold to Call Special Meetings to 10% of Outstanding Shares	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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	03/31/2020	Auto-Approved	03/31/2020	2,478	2,478
						Total Shares:	2,478	2,478



## **Bank of America Corporation**

Meeting Date: 04/22/2020Country: USAPrimary Security ID: 060505104Meeting ID: 1404826Record Date: 03/02/2020Meeting Type: AnnualTicker: BAC

 Primary CUSIP: 060505104
 Primary ISIN: US0605051046
 Primary SEDOL: 2295677
 Proxy Level: 3

Shares Voted: 18,932 Votable Shares: 18,932 \*Shares on Loan: 0 Shares Instructed: 18,932

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 Sharon L. Allen	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.		
1b	Elect Director Susan S. Bies	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.		
1c	Elect Director Jack O. Bovender, Jr.	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 Frank P. Bramble, Sr.	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.		
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 bo	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 bo	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 bo	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 bo	ard. There is	at least 30 pe	rcent diversity.		
11	Elect Director Denise L. Ramos	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.		
1m	Elect Director Clayton S. Rose	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.		



#### **Bank of America Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1n	Elect Director Michael D. White	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 ger	oder	
10	Elect Director Thomas D. Woods	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	oard. There is	s at least 30 p	ercent diversity.		
1p	Elect Director R. David Yost	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	pard. There is	s at least 30 p	ercent diversity.		
1q	Elect Director Maria T. Zuber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	versity on the bo	pard. There is	s at least 30 p	ercent diversity.		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	mitigating factors for the year in review. Most notably pay-for-performance misalignment for the year in review the bulk of CEO pay, carry multi-year performance or are advised to monitor the company's incentive pay's misaligned going forward.  Ratify PricewaterhouseCoopers LLP as	iew. Finally, the iteria with clearl	majority of y-disclosed f	long-term equ orward-looking	ity incentives, which make up g growth goals. Shareholders	,	For
	Auditors  Voting Policy Rationale: A vote FOR this item is warra	nted because of	nly 6.60 perc	cent of the fee	s paid to the auditor are for		
4	non-audit purposes.  Amend Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is w limit would improve the company's existing proxy acc	varranted as the	proposed el				
5	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.	varranted given	that the abili	ty to act by w	ritten consent would enhance	2	
6	Report on Gender Pay Gap	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is wallowing them to better measure the progress of the						
7	Review of Statement of the Purpose of a	SH	Yes	Against	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as a board review of Bank of America's governance documents, policies, long term plans, goals, metrics and sustainability practices will enable investors to better understand the governance implications of Bank of America's commitment to the Business Roundtable's (BRT) Statement on the Purpose of a Corporation.



Shares Instructed: 103

\*Shares on Loan: 0

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### **Bank of America 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	04/07/2020	Auto-Approved	04/07/2020	18,652	18,652
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/07/2020	Auto-Approved	04/07/2020	280	280
						Total Shares:	18,932	18,932

#### **Cigna Corporation**

 Meeting Date: 04/22/2020
 Country: USA
 Primary Security ID: 125523100
 Meeting ID: 1407763

Record Date: 02/24/2020 Meeting Type: Annual Ticker: CI

 Primary CUSIP: 125523100
 Primary ISIN: US1255231003
 Primary SEDOL: BHJ0775
 Proxy Level: 3

Shares Voted: 103 Votable Shares: 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 David M. Cordani	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 William J. DeLaney	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 Eric J. Foss	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 Elder Granger	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 Isaiah Harris, 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.		
1.6	Elect Director Roman Martinez, 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 pe	ercent diversity.		
1.7	Elect Director Kathleen M. Mazzarella	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 Mark B. McClellan	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 John M. Partridge	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.		



## **Cigna Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.10	Elect Director William L. Roper		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	ercent diversity	<i>'</i> .				
1.11	Elect Director Eric C. Wiseman		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	ercent diversity	<i>.</i>				
1.12	Elect Director Donna F. Zarcone		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	ercent diversity	<i>'</i> .				
2	Advisory Vote to Ratify Named E. Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO review.	R this proposal is warr	ranted as pay	and perforn	nance are reas	onably aligned	for the year in				
3	Ratify PricewaterhouseCoopers L Auditors	LP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this item is warranted because only 10.73 percent of the fees paid to the auditor are for non-audit purposes.										
4	Reduce Ownership Threshold for Shareholders to Call Special Mee		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FO special meeting from 25 percent to could act unilaterally at this time to	o 10 percent would en	hance shareh	olders' right.	s. Additionally,						
5	Report on Gender Pay Gap		SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote FO allowing them to better measure t		-				nformation				
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	03/30/2020	Auto-Approved	03/30/2020		103	103

# Lincoln Electric Holdings, Inc.

Meeting Date: 04/22/2020 Record Date: 02/28/2020	Country: USA Meeting Type: Annual	Primary Security ID: 533900106 Ticker: LECO	Meeting ID: 1409884
Primary CUSIP: 533900106	Primary ISIN: US5339001068	Primary SEDOL: 2516851	Proxy Level: 3

**Total Shares:** 

103

103



## **Lincoln Electric Holdings, Inc.**

Shares Voted: 23	Votable Shares: 235	*Shares on Loan: 0	Shares Instructed: 235

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
1.1	Elect Director Curtis E. Espeland	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.2	Elect Director Patrick P. Goris	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.3	Elect Director Stephen G. Hanks	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.4	Elect Director Michael F. Hilton	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.5	Elect Director G. Russell Lincoln	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.6	Elect Director Kathryn Jo Lincoln	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.7	Elect Director William E. MacDonald, III	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.8	Elect Director Christopher L. Mapes	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.9	Elect Director Phillip J. Mason	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.10	Elect Director Ben P. Patel	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.11	Elect Director Hellene S. Runtagh	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrants non-audit purposes.	ed because on	ly 5.50 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

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

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/26/2020	Auto-Approved	03/26/2020	235	235



## **Lincoln Electric Holdings, Inc.**

Total Shares:	235	235
Total Gilai coi	233	235

# **Regions Financial Corporation**

Meeting Date: 04/22/2020	Country: USA	Pri	mary Security ID: 7591EP100	<b>Meeting ID:</b> 1404096		
<b>Record Date:</b> 02/24/2020	Meeting Type: Annual	Tic	ker: RF			
Primary CUSIP: 7591EP100	Primary ISIN: US7591EP1005	Prir	nary SEDOL: B01R311	Proxy Level: 3		
	Shares Voted: 768	Votable Shares: 768	*Shares on Loan: 0	Shares Instructed: 768		
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 Carolyn H. Byrd	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 Don DeFosset	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 Samuel A. Di Piazza, 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.		
1d	Elect Director Zhanna Golodryga	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 John D. Johns	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	
1f	Elect Director Ruth Ann Marshall	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 Charles D. McCrary	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 James T. Prokopanko	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 Lee J. Styslinger, III	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	
1j	Elect Director Jose S. Suquet	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 John M. Turner, 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.		

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



## **Regions Financial Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
11	Elect Director Timothy Vines		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	/.				
2	Ratify Ernst & Young LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 14.71 pe	rcent of the fee	s paid to the a	auditor are for			-	
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Although there was a significa- the role following his appoint objective measures.	nt year-over-year increa	se in CEO pay,	this was prii	marily reflective	of the CEO's	first full year in			-	
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	03/26/2020	Auto-Approved	03/26/2020		768	768

#### **Signature Bank**

Meeting Date: 04/22/2020 Record Date: 03/03/2020	Country: USA Meeting Type: Annual	Primary Sect Ticker: SBNY	urity ID: 82669G104	Meeting ID: 1407773
Primary CUSIP: 82669G104	Primary ISIN: US82669G1040	Primary SEDO	<b>L:</b> B003QL9	Proxy Level: 4
	Shares Voted: 147	Votable Shares: 147	*Shares on Loan: 0	Shares Instructed: 147
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Joseph J. DePaolo	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.		
1.2	Elect Director Barney Frank	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.		
1.3	Elect Director Scott A. Shay	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 KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this item is warranted because only 14.44 percent of the fees paid to the auditor are for non-audit purposes.



## **Signature Bank**

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	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Fi responsiveness to the failed say- feedback, and implementing posi review, this concern is mitigated FY2020. Among others, the cham programs, increasing goal rigor, a	on-pay vote by engagin tive changes to the pay by a number of factors, ges included reducing a	g with shareh program. Wh including pa ward opportu	nolders, prov hile pay and y program c unities under	viding extensive performance w hanges made for the annual an	e disclosure of . vere misaligned for 2019 and so d long-term ind	shareholder d for the year in cheduled for				
4	Authorize Share Repurchase Pro	ogram	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted, with caution, given that the terms of the repurchase program are reasonable, and benefits are expected to accrue to all shareholders. In light of the recent pandemic-related market turmoil, shareholders should closely monitor the board's actions related to share repurchases to make sure the board appropriately manages reputational, regulatory and business risks that may arise from exercise of this authority.										
Ballot D	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	04/07/2020	Auto-Approved	04/07/2020		147	147

Total Shares:

Against

Against

147

Meeting ID: 1409917

147

## **Spirit AeroSystems Holdings, Inc.**

Elect Director Paul E. Fulchino

1d

Country: USA

Meeting Date: 04/22/2020

Record [	<b>Pate:</b> 02/24/2020	Meeting Type: Annu	ual		Ticker:	SPR					
Primary C	Primary CUSIP: 848574109 Prim		<b>Primary ISIN:</b> US8485741099			Primary SEDOL: B1HMMS7			Proxy Level: 3		
		Shares Voted: 336		Votable Sh	nares: 336		*Shares on Loa	an: 0	Shares Instructed: 336		
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 Stephen A. Camb	one	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boar	rd does not include at l	east one mino	rity director.	Less than 30%	of the board	is diverse.				
1b	Elect Director Charles L. Chadw	ell	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boar	rd does not include at l	east one mino	rity director.	Less than 30%	of the board	is diverse.				
1c	Elect Director Irene M. Esteves		Mgmt	Yes	For	For		Against	Against		

Primary Security ID: 848574109

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 least one minority director. Less than 30% of the board is diverse.



## **Spirit AeroSystems Holdings, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
1e	Elect Director Thomas C. Gentile	, III	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at l	least one mind	rity director.	Less than 30%	6 of the board	is diverse.				
1f	Elect Director Richard A. Gephar	dt	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at l	east one mind	rity director.	Less than 30%	6 of the board	is diverse.				
1g	Elect Director Robert D. Johnson	1	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at l	east one mind	rity director.	Less than 30%	6 of the board	is diverse.				
1h	Elect Director Ronald T. Kadish		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at l	east one mind	rity director.	Less than 30%	6 of the board	is diverse.				
1i	Elect Director John L. Plueger		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at l	east one mind	rity director.	Less than 30%	6 of the board	is diverse.				
1j	Elect Director Laura H. Wright		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at l	least one mind	rity director	Less than 30%	6 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 significant concerns were identified		ranted as pay	and perform	nance are reas	onably aligned	and no				
3	Ratify Ernst & Young LLP as Aud	litors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrant	ed because or	nly 3.39 perc	ent of the fees	s paid to the au	uditor are for				
4	Require Shareholder Approval of Amendments Adopted by the Bo Directors	•	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote AC document amendment adopted by addition, shareholders have effect	y the board, even thos	se for adminis	trative purpo	ses, would be	overly burden:	some. 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	: Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	03/30/2020	Auto-Approved	03/30/2020		336	336

## **Synovus Financial Corp.**

Meeting Date: 04/22/2020 Record Date: 02/20/2020	Country: USA Meeting Type: Annual	Primary Security ID: 87161C501 Ticker: SNV	Meeting ID: 1406063
Primary CUSIP: 87161C501	Primary ISIN: US87161C5013	Primary SEDOL: BMH4NJ8	Proxy Level: 3

Total Shares:

336

336



### **Synovus Financial Corp.**

Shares Voted: 533 Votable Shares: 533 \*Shares on Loan: 0 Shares Instructed: 533

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio				
1A	Elect Director Tim E. Bentsen	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1B	Elect Director F. Dixon Brooke, 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 Stephen T. 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 Elizabeth W. Camp	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 M. Murphy	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 Harris Pastides	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 Joseph J. Prochaska, 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 p	ercent diversity.						
1H	Elect Director John L. Stallworth	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 Kessel D. Stelling	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 Barry L. Storey	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 Teresa 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	Amend Articles of Incorporation to Eliminate 10-1 Voting Provisions	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this proposal is ward for certain shareholders	ranted as the	elimination o	of provisions p	roviding superior voting powe	r					
3	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this proposal is war	ranted aiven t	hat the redu	ıction in the sı	nermaiority vote requirement	ς					

Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirements would represent an improvement in shareholders' rights.



### **Synovus Financial Corp.**

Proposal Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Vote Instruction	on	
4	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 perform	mance are				
5	Advisory Vote on Say on Pay	Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year		
	Voting Policy Rationale: A vote	e for the adoption of an .	ANNUAL say-on	-pay freque	ncy is warrante	d.					
6	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	e FOR this item is warraı	nted because on	aly 4.99 perc	cent of the fees	paid to the au	uditor are 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	04/06/2020	Auto-Approved	04/06/2020		533	533
								Total Shares	. —	533	533

# **Teledyne Technologies Incorporated**

Meeting Date: 04/22/2020 Record Date: 03/02/2020	Country: USA Meeting Type: Annual		Primary Security ID Ticker: TDY	: 879360105	Meeting ID: 1405378
Primary CUSIP: 879360105	<b>Primary ISIN:</b> US8793601050		Primary SEDOL: 250347	7	Proxy Level: 3
Total Ballots: 1	Shares Voted: 359 Voting Policy: UUA	Votable Shares	<b>:</b> 359	*Shares on Loan: 0	Shares Instructed: 359

IOLAI DAII	ots: 1 Voting Policy: 0	UA					
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director Roxanne S. Austin	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed	full-time and sits of	on boards at	more than 2 p	ublic companies.		
1.2	Elect Director Kenneth C. Dahlberg	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is an incumb aggregate fees paid to the company's external aud		e audit comm	nittee and non-	audit fees exceed 25% of t	he	
1.3	Elect Director Robert A. Malone	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is an incumb aggregate fees paid to the company's external aud public companies.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against

Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 26.23 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.



### **Teledyne Technologies Incorporated**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction		
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 v	vote FOR this	proposal is	warranted as p	ay and perfori	mance are				
Ballot D	etails										
	nal 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	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	03/25/2020	Auto-Approved	03/25/2020		359	359
								Total Shares:		350	350

### **The Coca-Cola Company**

Meeting Date: 04/22/2020 Record Date: 02/24/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: KO	urity ID: 191216100	Meeting ID: 1403392
<b>Primary CUSIP:</b> 191216100	<b>Primary ISIN:</b> US1912161007	Primary SEDO	<b>DL:</b> 2206657	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 Instructi
1.1	Elect Director Herbert A. Allen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	cial diversity on the bo	ard. There is	s at least 30 p	percent diversity.		
1.2	Elect Director Marc Bolland	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employ and racial diversity on the board. There is at lea			more than 2 p	public companies.The	ere is gender	
1.3	Elect Director Ana Botin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	cial diversity on the bo	ard. There is	s at least 30 p	percent diversity.		
1.4	Elect Director Christopher C. Davis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employ and racial diversity on the board. There is at lea			more than 2 p	oublic companies.The	ere is gender	
1.5	Elect Director Barry Diller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employ and racial diversity on the board. There is at lea			more than 2 p	public companies.The	ere is gender	

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



# **The Coca-Cola Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.7	Elect Director Alexis M. Herma	an	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The no and racial diversity on the boar	, ,			more than 2 pt	ublic companie	s.There is gena	ler			
1.8	Elect Director Robert A. Kotick	(	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	/.				
1.9	Elect Director Maria Elena Lag	omasino	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	/.				
1.10	Elect Director James Quincey		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	/.				
1.11	Elect Director Caroline J. Tsay	,	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	/.				
1.12	Elect Director David B. Weinb	erg	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.	FOR this proposal is we	arranted as pay	and perfori	mance are reas	onably aligned	for the year in				
3	Ratify Ernst & Young LLP as A	auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrai	nted because or	nly 17.10 pe	ercent of the fee	es paid to the a	auditor are for				
4	Report on the Health Impacts Sugar in the Company's Produ		SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote the use of sugar in the compan						-	f			
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	04/07/2020	Auto-Approved	04/07/2020		100	100
								Total Shares		100	100

# **The Sherwin-Williams Company**

Meeting Date: 04/22/2020	Country: USA	Primary Security ID: 824348106	Meeting ID: 1395185
<b>Record Date:</b> 02/27/2020	Meeting Type: Annual	Ticker: SHW	
Primary CUSIP: 824348106	<b>Primary ISIN:</b> US8243481061	Primary SEDOL: 2804211	Proxy Level: 3



#### The Sherwin-Williams Company

Shares Voted: 100 Votable Shares: 100 \*Shares on Loan: 0 Shares Instructed: 100 Total Ballots: 1 Voting Policy: UUA Votable Voting Vote Proposal **Proposal Text** Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Number Proponent Elect Director Kerrii B. Anderson 1.1 Mgmt 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 Arthur F. Anton Mgmt 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 Jeff M. Fettig 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 Richard J. Kramer Mgmt 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 Susan J. Kropf 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 John G. Morikis Mgmt For For Yes Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 17 Elect Director Christine A. Poon Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.8 Elect Director Michael H. Thaman Mgmt For Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.9 Elect Director Matthew Thornton, III Mgmt 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 Steven H. Wunning 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 For For Officers' Compensation Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in

**Ballot Details** 

Ratify Ernst & Young LLP as Auditors

non-audit purposes.

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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/26/2020	Auto-Approved	03/26/2020	100	100
						Total Shares:	100	100

For

For

For

For

Mgmt

Voting Policy Rationale: A vote FOR this item is warranted because only 23.90 percent of the fees paid to the auditor are for

Yes



# **The Sherwin-Williams Company**

# **Universal Forest Products, Inc.**

Meeting Date: 04/22/2020	Country: USA	Primary Securi	ty ID: 913543104	<b>Meeting ID:</b> 1406867
<b>Record Date:</b> 02/25/2020	Meeting Type: Annual	Ticker: UFPI		
<b>Primary CUSIP:</b> 913543104	Primary ISIN: US9135431040	Primary SEDOL: 2	906496	Proxy Level: 3
	Shares Voted: 3,740	Votable Shares: 3,740	*Shares on Loan: 0	Shares Instructed: 3,740
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 Benjamin J. McLean	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 Mary E. Tuuk	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 Michael G. Wooldridge	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	Change Company Name to UFP Industries, Inc.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: UUA will vote AGAINST proposa	ls to change to	he company	name.			
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 10.02 per	cent of the fee	s paid to the auditor are for		
4	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.	ote FOR this ,	proposal is v	varranted as pa	ay and performance are		

#### **Ballot Details**

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	03/23/2020	Auto-Approved	03/23/2020	3,740	3,740
						Total Shares:	3,740	3,740

### **Aptiv PLC**

Meeting Date: 04/23/2020	Country: Jersey	Primary Security ID: G6095L109	<b>Meeting ID:</b> 1404851
<b>Record Date:</b> 02/24/2020	Meeting Type: Annual	Ticker: APTV	
Primary CUSIP: G6095L109	Primary ISIN: JE00B783TY65	Primary SEDOL: B783TY6	Proxy Level: N/A



# **Aptiv PLC**

Shares Voted: 198 Votable Shares: 198 \*Shares on Loan: 0 Shares Instructed: 198

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Kevin P. Clark	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 p	ercent diversity.		
2	Elect Director Nancy E. Cooper	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 p	ercent diversity.		
3	Elect Director Nicholas M. Donofrio	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 p	ercent diversity.		
4	Elect Director Rajiv L. Gupta	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 p	ercent diversity.		
5	Elect Director Joseph L. Hooley	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 p	ercent diversity.		
6	Elect Director Sean O. Mahoney	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed fur and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is	s gender	
7	Elect Director Paul M. Meister	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed fur and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is	s gender	
8	Elect Director Robert K. Ortberg	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 p	ercent diversity.		
9	Elect Director Colin J. Parris	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 p	ercent diversity.		
10	Elect Director Ana G. Pinczuk	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 p	ercent diversity.		
11	Elect Director Lawrence A. Zimmerman	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 p	ercent diversity.		
12	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrannon-audit purposes.	anted because on	nly 16.67 per	rcent of the fe	es paid to the auditor ar	e for	
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.



### **Aptiv PLC**

**Ballot Details** 

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/30/2020	Auto-Approved	03/30/2020	198	198
						Total Shares:	198	198

# **Avery Dennison Corporation**

Meeting Date: 04/23/2020 Record Date: 02/24/2020	Country: USA Meeting Type: Annual	Primary Se Ticker: AVY	curity ID: 053611109	Meeting ID: 1403880
Primary CUSIP: 053611109	<b>Primary ISIN:</b> US0536111091	Primary SED	<b>OL:</b> 2066408	Proxy Level: 3
	Shares Voted: 9	Votable Shares: 9	*Shares on Loan: 0	Shares Instructed: 9
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 Bradley A. Alford	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.		
1b	Elect Director Anthony K. Anderson	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.		
1c	Elect Director Peter K. Barker	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.		
1d	Elect Director Mark J. Barrenechea	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	ıblic companies.There is gende	er	
1e	Elect Director Mitchell R. Butier	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.		
1f	Elect Director Ken C. Hicks	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.		
1g	Elect Director Andres A. Lopez	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.		
1h	Elect Director Patrick T. Siewert	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.		
<b>1</b> i	Elect Director Julia A. Stewart	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.		

Proposal



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Avery Dennison Corporation**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instructi	on	
1j	Elect Director Martha N. Sulliv	/an	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	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 w	arranted as pay	and perform	mance are reaso	onably aligned	for the year in				
3	Ratify PricewaterhouseCooper Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warra	nted because or	nly 17.85 pe	ercent of the fee	es paid to the a	auditor are for				
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	03/24/2020	Auto-Approved	03/24/2020		9	9
								Total Shares		9	9

Votable

Voting

Vote

#### **Edison International**

Meeting Date: 04/23/2020 Record Date: 02/25/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: EIX	ırity ID: 281020107	Meeting ID: 1407742
Primary CUSIP: 281020107	<b>Primary ISIN:</b> US2810201077	Primary SEDO	L: 2829515	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,051 Voting Policy: UUA	Votable Shares: 1,051	*Shares on Loan: 0	Shares Instructed: 1,051

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1b	Elect Director Michael C. Camunez	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1c	Elect Director Vanessa C.L. Chang	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.						
1d	Elect Director James T. 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.						
1e	Elect Director Timothy T. O'Toole	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.						

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



#### **Edison International**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1f	Elect Director Pedro J. Pizarro		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	/ <b>.</b>				
1g	Elect Director Carey A. Smith		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 Linda G. Stuntz		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> .				
1i	Elect Director William P. Sullivan	ı	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 Peter J. Taylor		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>				
1k	Elect Director Keith Trent		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	LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote For non-audit purposes.	OR this item is warran	ted because or	nly 8.36 perc	cent of the fees	s paid to the at	uditor are for				
3	Advisory Vote to Ratify Named E Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC aligned.	OR this proposal is wa	rranted as CEC	pay and co	ompany perforn	nance remain i	reasonably				
4	Require Shareholder Approval of Amendments Adopted by the Bo Directors	•	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote Adapted by the board, even those effective recourse to modify a by	e for administrative pu	irposes, would	be overly be							
Ballot D	<b>Details</b>										
	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	03/24/2020	Auto-Approved	03/24/2020		1,051	1,051

# **Healthpeak Properties, Inc.**

Meeting Date: 04/23/2020 Record Date: 03/02/2020	Country: USA Meeting Type: Annual	Primary Security ID: 42250P103 Ticker: PEAK	Meeting ID: 1406907
Primary CUSIP: 42250P103	Primary ISIN: US42250P1030	Primary SEDOL: BJBLRK3	Proxy Level: 3

Total Shares:

1,051

1,051



### **Healthpeak Properties, Inc.**

		Shares Voted: 869		Votable S	Shares: 869		*Shares on Lo	oan: 0	5	Shares Instructed: 8	369
Total Ball	ots: 1	Voting Policy: UUA									
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
1a	Elect Director Brian G. Cartwi	right	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 diversit)	γ.				
1b	Elect Director Christine N. Ga	rvey	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	v.				
1c	Elect Director R. Kent Griffin,	Jr.	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	γ.				
1d	Elect Director David B. Henry		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 diversit)	γ.				
1e	Elect Director Thomas M. Her	rzog	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	ν.				
1f	Elect Director Lydia H. Kenna	rd	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The no and racial diversity on the boa				more than 2 pu	ublic companie	es.There is gend	ler			
1g	Elect Director Sara G. Lewis		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	v.				
1h	Elect Director Katherine M. Sa	andstrom	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	ν.				
2	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote reasonably aligned at this time		arranted. Execu	tive compe	nsation and con	npany perform	ance are				
3	Ratify Deloitte & Touche LLP	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 21.10 pe	ercent of the fee	es paid to the d	auditor are 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	03/26/2020	Auto-Approved	03/26/2020		869	869
								Total Shares	. ——	869	869



Shares Instructed: 12

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### **Humana Inc.**

Meeting Date: 04/23/2020Country: USAPrimary Security ID: 444859102Meeting ID: 1402654Record Date: 02/24/2020Meeting Type: AnnualTicker: HUM

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

Votable Shares: 12

\*Shares on Loan: 0

Total Ballots: 1 Voting Policy: UUA

Shares Voted: 12

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Kurt J. Hilzinger	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 Frank J. Bisignano	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 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.		
1d	Elect Director Frank A. D'Amelio	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 W. Roy Dunbar	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 Wayne A.I. Frederick	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 John W. Garratt	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 David A. Jones, 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.		
1i	Elect Director Karen W. Katz	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 William J. McDonald	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 James J. O'Brien	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 Marissa T. Peterson	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: A vote FOR this item is warrante	ed herause on	dv 21 15 nei	cent of the fee	es naid to the auditor are for		

Voting Policy Rationale: A vote FOR this item is warranted because only 21.15 percent of the fees paid to the auditor are for non-audit purposes.



#### **Humana Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
Ballot D	Voting Policy Rationale: A vote review.	FOR this proposal is wa	rranted as pay	and perform	mance are reaso	onably aligned	for the year in				
	onal Account Detail c, IA Number)	Custodian Account Number	Ballot Stat	cus	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Sha	es	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Sent		Auto-Instructed	03/27/2020	Auto-Approved	03/27/2020		12	12
								Total Shares	:	12	12

# **Ingevity Corporation**

Meeting Date: 04/23/2020 Country: USA Record Date: 02/24/2020 Meeting Type: Annual			Primary Security ID: Ticker: NGVT	45688C107	Meeting ID: 1404810
Primary CUSIP: 45688C107	Primary ISIN: US45688C1071		Primary SEDOL: BD4LHG	64	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 Instruction					
1a	Elect Director Jean S. Blackwell	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1b	Elect Director Luis Fernandez-Moreno Mgmt Yes For For For For											
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1c	Elect Director J. Michael Fitzpatrick	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1d	Elect Director Diane H. Gulyas	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1e	Elect Director Richard B. Kelson	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 g	ender						
1f	Elect Director Frederick J. Lynch	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 Karen G. Narwold	Mgmt	Yes	For	For	For	For					

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



**Meeting ID:** 1406068

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Ingevity Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1h	Elect Director Daniel F. Sanso	ne	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	rcent diversity	<i>/.</i>				
2	Ratify PricewaterhouseCoope Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 5.07 perd	cent of the fees	paid to the au	uditor are for				
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	etails										
	nal Account Detail , IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inves	stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	03/23/2020	Auto-Approved	03/24/2020		1,614	1,614
								Total Shares		1,614	1,614

#### **Interactive Brokers Group, Inc.**

Meeting Date: 04/23/2020

Country: USA

Record I	Date: 02/27/2020	Meeting Type: Annu	ıal		Ticker:	IBKR		
Primary (	CUSIP: 45841N107	Primary ISIN: US4584	1N1072		Primary	SEDOL: B1WT4X2		Proxy Level: 1
		Shares Voted: 100		Votable Si	hares: 100	*Shares on I	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 Thomas Peterffy		Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Votes AC due to an unmitigated pay-for-pe independent. The board does not director.Less than 30% of the bo	erformance misalignmer include at least one wo	nt in the execu oman director.	utive pay pro The board o	ogram.The boa does not includ	ard is not majority le at least one minority	f	
1B	Elect Director Earl H. Nemser		Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Votes AC due to an unmitigated pay-for-pe independent. The board does not director. Less than 30% of the bo	erformance misalignmer include at least one wo	nt in the execu oman director.	utive pay pro The board o	ogram.The boa does not includ	ard is not majority le at least one minority	Í	
1C	Elect Director Milan Galik		Mgmt	Yes	For	Against	Against	Against
	Voting Policy Pationals: The hoa	rd is not majority indon	andant The h	aard doos n	ot include at le	act one woman director The		

Primary Security ID: 45841N107

Voting Policy Rationale: The board is not majority independent. 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.



# **Interactive Brokers Group, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	on	
1D	Elect Director Paul J. Brody		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: The boo board does not include at least		•			ast one womar	n director.The				
1E	Elect Director Lawrence E. Har	ris	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boo board does not include at least					ast one womar	n director.The				
1F	Elect Director Gary Katz		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boo board does not include at least		•			ast one womar	n director.The				
1G	Elect Director John M. Damgar	rd	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boo board does not include at least		•			ast one womar	n director.The				
1H	Elect Director Philip Uhde		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The boo board does not include at least					ast one womar	n director.The				
1I	Elect Director William Peterffy		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: The boo board does not include at least		•			ast one womar	n director.The				
2	Ratify Deloitte & Touche LLP a	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warran	nted because or	nly 7.81 per	cent of the fees	paid to the au	ıditor are for				
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	04/08/2020	Auto-Approved	04/08/2020		100	100
								Total Shares:		100	100

### **Intuitive Surgical, Inc.**

Meeting Date: 04/23/2020 Record Date: 02/28/2020	Country: USA Meeting Type: Annual	Primary Security ID: 46120E602 Ticker: ISRG	Meeting ID: 1407744
Primary CUSIP: 46120E602	<b>Primary ISIN:</b> US46120E6023	Primary SEDOL: 2871301	Proxy Level: 3



# **Intuitive Surgical, Inc.**

		Shares Voted: 9		Votable Sh	nares: 9	*	Shares on Loan: 0	s	hares Instructed: 9
Total Ball	ots: 1	Voting Policy: UUA							
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	on
1a	Elect Director Craig H. Barratt		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 Joseph C. Beery		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 Gary S. Guthart		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 Amal M. Johnson	ı	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 Don R. Kania		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 Amy L. Ladd		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 Keith R. Leonard	, 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.			
1h	Elect Director Alan J. Levy		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 Jami Dover Nach	tsheim	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 Mark J. Rubash		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 Officers' Compensation	Executive	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote F year under review. Shareholders equity awards.		_			-	-		
3	Ratify PricewaterhouseCoopers Auditors	LLP as	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote F non-audit purposes.	FOR this item is warrant	ed because or	nly 7.25 perc	rent of the fees	s paid to the audi	tor are for		
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	Against	Against	Against	



# **Intuitive Surgical, Inc.**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
5	Eliminate Supermajority Vote	e Requirement	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote enhances shareholder rights.	e FOR this proposal is wa	arranted given t	that the elim	ination of supe	rmajority vote	requirements				
6	Provide Right to Call Special	Meeting	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote ability to call special meetings				•		eholders with th	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
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	03/24/2020	Auto-Approved	03/24/2020		9	9

# **NewMarket Corporation**

Meeting Date: 04/23/2020 Record Date: 02/28/2020	Country: USA  Meeting Type: Annual	Primary Sect Ticker: NEU	urity ID: 651587107	<b>Meeting ID:</b> 1405782
<b>Primary CUSIP:</b> 651587107	<b>Primary ISIN:</b> US6515871076	Primary SEDO	L: B01CGF1	Proxy Level: 3
	Shares Voted: 400	Votable Shares: 400	*Shares on Loan: 0	Shares Instructed: 400
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Phyllis L. Cothran	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.2	Elect Director Mark M. Gambill	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.3	Elect Director Bruce C. Gottwald	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.4	Elect Director Thomas E. Gottwald	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.5	Elect Director Patrick D. Hanley	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.6	Elect Director H. Hiter Harris, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					



Meeting ID: 1407747

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **NewMarket Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1.7	Elect Director James E. Roger	rs	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less to	han 30% of the board is	s diverse.								
2	Ratify PricewaterhouseCoope	rs LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because on	nly 24.72 pe	rcent of the fee	es paid to the a	auditor are for			-	
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns were ident		arranted as pay	and perfori	mance are reaso	onably aligned	l, and no			-	
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	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	03/23/2020	Auto-Approved	03/24/2020		400	400
								Total Shares	:	400	400

#### Pfizer Inc.

Meeting Date: 04/23/2020

Record Date: 02/25/2020

Country: USA

Meeting Type: Annual

Primary C	CUSIP: 717081103	Primary ISIN: US71708	311035		Primary	<b>SEDOL:</b> 2684703			Proxy Level: 3
		Shares Voted: 12,730		Votable Sh	nares: 12,730		*Shares on Loa	<b>nn:</b> 0	Shares Instructed: 12,730
Total Ball	ots: 2	Voting Policy: UUA							
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blayloc	k	Mgmt	Yes	For	For		Against	Against
	Voting Policy Rationale: The nom and racial diversity on the board.				more than 2 pu	ıblic companies	.There is gende	pr	
1.2	Elect Director Albert Bourla		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 W. Don Cornwell		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 Joseph J. Echeva	rria	Mgmt	Yes	For	For		Against	Against
	Voting Policy Rationale: The non and racial diversity on the board.				more than 2 pu	ıblic companies	.There is gende	pr	

Ticker: PFE

Primary Security ID: 717081103



#### Pfizer Inc.

Proposal			Votable			Voting	Vote
Number	Proposal Text	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Instruct
1.5	Elect Director Scott Gottlieb	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 Helen H. Hobbs	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 Susan Hockfield	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 James M. Kilts	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	
1.9	Elect Director Dan R. Littman	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 Shantanu Narayen	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 Suzanne Nora Johnson	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.		
1.12	Elect Director James Quincey	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.		
1.13	Elect Director James C. Smith	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 Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 9.69 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 warn the year under review.	ranted given t	hat CEO pay	and company	performance are aligned for		
4	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is effective counterbalance to the absence of a right to act			's existing gov	ernance provisions provide an		
5	Amend Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn limit and the proposed increase in nomination limit to 25						



#### Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
7 V b	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal oversight mechanisms and trade association paym with the company's participation in the public policy.	nents would help sh					
7	Require Independent Board Chair	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal board.	is warranted given	the importai	nce of having a	n independent chairman	of the	
8	Report on Gender Pay Gap	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal measure the progress of the company's diversity a	-		vould benefit fr	om more information to		
•	Elect Director Susan Desmond-Hellmann	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	04/09/2020	Auto-Approved	04/09/2020	12,564	12,564
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/09/2020	Auto-Approved	04/09/2020	166	166
						Total Shares:	12,730	12,730

### **Snap-on Incorporated**

Meeting Date: 04/23/2020	Country: USA	•	urity ID: 833034101	<b>Meeting ID:</b> 1405834
<b>Record Date:</b> 02/24/2020	Meeting Type: Annual	Ticker: SNA		
Primary CUSIP: 833034101	<b>Primary ISIN:</b> US8330341012	Primary SEDO	<b>L:</b> 2818740	Proxy Level: 3
	Shares Voted: 256	Votable Shares: 256	*Shares on Loan: 0	Shares Instructed: 256
Total Ballots: 1	Voting Policy: UUA			

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
Elect Director David C. Adams	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is d	liverse.					
Elect Director Karen L. Daniel	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is d	liverse.					
Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	Against	Against
	Elect Director David C. Adams  Voting Policy Rationale: Less than 30% of the board is a  Elect Director Karen L. Daniel  Voting Policy Rationale: Less than 30% of the board is a	Elect Director David C. Adams Mgmt  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Karen L. Daniel Mgmt  Voting Policy Rationale: Less than 30% of the board is diverse.	Proposal Text Proponent Proposal  Elect Director David C. Adams Mgmt Yes  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Karen L. Daniel Mgmt Yes  Voting Policy Rationale: Less than 30% of the board is diverse.	Proposal Text Proponent Proposal Mgmt Rec  Elect Director David C. Adams Mgmt Yes For  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Karen L. Daniel Mgmt Yes For  Voting Policy Rationale: Less than 30% of the board is diverse.	Proposal Text Proposal Mgmt Rec ISS Rec  Elect Director David C. Adams Mgmt Yes For For  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Karen L. Daniel Mgmt Yes For For  Voting Policy Rationale: Less than 30% of the board is diverse.	Proposal Text Proposal Mgmt Rec ISS Rec Policy Rec  Elect Director David C. Adams Mgmt Yes For For Against  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Karen L. Daniel 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. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.



### **Snap-on Incorporated**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director James P. Holden	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1.5	Elect Director Nathan J. Jones	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is and non-audit fees exceed 25% of the aggregate fees				ember of the audit committee		
1.6	Elect Director Henry W. Knueppel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1.7	Elect Director W. Dudley Lehman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1.9	Elect Director Gregg M. Sherrill	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1.10	Elect Director Donald J. Stebbins	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is and non-audit fees exceed 25% of the aggregate fees				ember of the audit committee		
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification represent 30.78 percent of the total fees received by the independence of the auditor.		•	-			
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay decreased year over year and realizable pay was aligned with shareholder returns over the most recent three-year period. In addition, both annual incentives and a portion of performance equity was forfeited after failure to achieve threshold performance levels. However, shareholders should continue to monitor the incentive programs given its use of overlapping goals in the short- and long-term incentive programs. In addition, a significant portion of the annual incentive based on subjective performance goals.

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	Sent	Auto-Instructed	03/27/2020	Auto-Approved	03/27/2020	256	256
						Total Shares:	256	256

Record Date: 02/24/2020

Primary CUSIP: 882508104



Proxy Level: 3

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### **Texas Instruments Incorporated**

Meeting Type: Annual

Primary ISIN: US8825081040

 Meeting Date: 04/23/2020
 Country: USA
 Primary Security ID: 882508104
 Meeting ID: 1405290

Ticker: TXN

Primary SEDOL: 2885409

Shares Voted: 4,270 Votable Shares: 4,270 \*Shares on Loan: 0 Shares Instructed: 4,270

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 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	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 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	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 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 Michael D. Hsu	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	
1h	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.		
1i	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.		
1j	Elect Director Robert E. Sanchez	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 Richard k. Templeton	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
		, ,,			c c ''' c		

Voting Policy Rationale: Despite the compensation program's discretionary components and lack of performance conditions for equity grants, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.



### **Texas Instruments Incorporated**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
3	Ratify Ernst & Young LLP as Audi	itors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO non-audit purposes.	OR this item is warrante	d because on	ly 12.59 per	cent of the fees	s paid to the a	uditor are for				
Ballot D	etails										
	nal Account Detail e, IA Number)	Custodian Account Number	Ballot Statu	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Sands Cap	ital Mgnt, 6728029078	6728029078	Sent		Auto-Instructed	03/27/2020	Auto-Approved	03/27/2020		4,270	4,270
								Total Shares:		4,270	4,270

### **The AES Corporation**

Meeting Date: 04/23/2020 Record Date: 03/03/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: AES	rity ID: 00130H105	<b>Meeting ID:</b> 1404352
Primary CUSIP: 00130H105	Primary ISIN: US00130H1059	Primary SEDOL	<b>:</b> 2002479	Proxy Level: 3
	Shares Voted: 1,547	Votable Shares: 1,547	*Shares on Loan: 0	Shares Instructed: 1,547
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 Janet G. Davidson	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 Andres R. Gluski	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 Tarun Khanna	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 Holly K. Koeppel	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 Julia M. Laulis	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 James H. Miller	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 Alain Monie	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.		



### **The AES Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.8	Elect Director John B. Morse, Jr.	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.		
1.9	Elect Director Moises Naim	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.		
1.10	Elect Director Jeffrey W. Ubben	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.		
2	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 rea	sonably aligned at this time.		
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warran non-audit purposes.	ted because le	ss than one	percent of the	fees paid to the auditor are fo	or	
4	Require Shareholder Approval of Bylaw and Charter Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against
Ballot D	Voting Policy Rationale: A vote AGAINST this proposal document amendment adopted by the board, even the addition, shareholders have effective recourse to modificate.	se for administ	rative purpo	ses, would be	overly burdensome. In		

Institutional Account Detail (IA Name, 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	04/02/2020	Auto-Approved	04/02/2020	1,547	1,547
						Total Shares:	1,547	1,547

#### **Abbott Laboratories**

Meeting Date: 04/24/2020 Record Date: 02/26/2020	•		Primary Security ID: Ticker: ABT	: 002824100	Meeting ID: 1407734
Primary CUSIP: 002824100	Primary ISIN: US0028241000		Primary SEDOL: 2002305		Proxy Level: 3
Total Ballots: 2	Shares Voted: 3,083 Voting Policy: UUA	Votable Shares	: 3,083	*Shares on Loan: 0	Shares Instructed: 3,083

	posal mber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	1.1	Elect Director Robert J. Alpern	Mgmt	Yes	For	For	Withhold	Withhold

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



# **Abbott Laboratories**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Roxanne S. Austin	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-ti and racial diversity on the board. There is at least 30 pe			more than 2 pt	ıblic companies.There is ger	nder	
1.3	Elect Director Sally E. Blount	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.4	Elect Director Robert B. Ford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.5	Elect Director Michelle A. Kumbier	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 Edward M. Liddy	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 Darren W. McDew	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 Nancy McKinstry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.9	Elect Director Phebe N. Novakovic	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 William A. Osborn	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.		
1.11	Elect Director Daniel J. Starks	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.		
1.12	Elect Director John G. Stratton	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.		
1.13	Elect Director Glenn F. Tilton	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.		
1.14	Elect Director Miles D. White	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 pt	ıblic companies.There is ger	nder	
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrant non-audit purposes.	ed because or	nly 21.43 per	cent of the fee	es paid to the auditor are fo	r	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FUR this proposal is warranted, as pay is reasonably aligned for the year under review.

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



#### **Abbott Laboratories**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
4	Report on Lobbying Payments and	Policy	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote FOR lobbying-related oversight mechanis risks and benefits associated with the	sms, along with its tra	ade associatio	n payments	, would help st	, ,					
5	Increase Disclosure of Compensati Adjustments	ion	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOR performance metrics from GAAP, ar adjustments and explanations regar rationale, which would benefit share.	nd the committee's re rding them would pro	asoning for u	sing each ac	djusted metric,	a line-by-line r	econciliation of				
6	Require Shareholder Approval of B Amendments Adopted by the Boar Directors	•	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote AGA amendment adopted by the board, shareholders have effective recours	even those for admir	istrative purp	oses, would	be overly burd	,	,				
7	Adopt Simple Majority Vote		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOR enhances shareholder rights.	this proposal is warr	anted given t	hat eliminati	ion of the supe	rmajority vote	requirement				
Ballot D	etails										
		Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Auto-Instructed

Auto-Instructed

#### AT&T Inc.

1.1

Rhumbline Custom S&P Index, 6728029082

Socially Responsible Investing, 6728029075

Elect Director Randall L. Stephenson

Meeting Date: 04/24/2020 Record Date: 02/26/2020	Country: USA Meeting Type: Annual	Primary Secur Ticker: ⊤	ity ID: 00206R102	<b>Meeting ID:</b> 1406052
Primary CUSIP: 00206R102	Primary ISIN: US00206R1023	Primary SEDOL:	2831811	Proxy Level: 4
	Shares Voted: 12,631	Votable Shares: 12,631	*Shares on Loan: 0	Shares Instructed: 12,631
Total Ballots: 2	Voting Policy: UUA			
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS F	Voting ec Policy Rec	Vote Instruction

For

04/01/2020

04/01/2020

Auto-Approved

Auto-Approved

04/01/2020

04/01/2020

For

For

**Total Shares:** 

2,983

100

3,083

2,983

100

3,083

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

Mgmt

6728029082

6728029075

Yes

Confirmed

Confirmed

For



#### AT&T Inc.

gender and racial diversity of the service of the s	Mgmt Yes e and sits on boasent diversity. Mgmt Yes ty on the board. Mgmt Yes ty on the board. Mgmt Yes e and sits on boase	There is a series of the series at most series at m	For  For  at least 30 per  For  at least 30 per  for  at least 30 per  for  for  for  for	For  blic companies. There is gende  For  recent diversity.  For	For Against	For For Against
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ninee is employed full-time ar I. There is at least 30 percent Mgı	e and sits on boa ent diversity.	ards at mo	ore than 2 pub			Against
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minee is employed full-time ar I. There is at least 30 percent		ards at mo	ore than 2 pub	blic companies.There is gende	pr	
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gender and racial diversity o	Mgmt Yes	es	For	For	For	For
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#### AT&T 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 warn magnitude of CEO target and maximum pay opportunitit target. However, the pay programs are significantly performance criteria, and the STI program paid out below awards were predominantly performance-based. Nevert going forward.	es that have r formance base ow target agai	esulted in sig ed the maj inst rigorous	gnificant award jority of equity financial goals	ds even when paid below incentives carry multi-year . Further, most one-time		
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 the	2	
5	Approve Nomination of Employee Representative Director	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is adequate to allow for robust oversight of issues related concerns concurrent to preserving shareholder value.	,	,	, ,			
6	Improve Guiding Principles of Executive Compensation	SH	Yes	Against	Against	For	For
D-U-A D	Voting Policy Rationale: A vote FOR this resolution is wa executive compensation could allow for more informed a executive compensation practices are reasonable and fa	and contextua	l assessmen	ts by investors	as to whether the company'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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/09/2020	Auto-Approved	04/09/2020	12,500	12,500
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/09/2020	Auto-Approved	04/09/2020	131	131
						Total Shares:	12,631	12,631

### **CenterPoint Energy, Inc.**

Meeting Date: 04/24/2020 Record Date: 02/28/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: CNP	ırity ID: 15189T107	<b>Meeting ID:</b> 1407739
Primary CUSIP: 15189T107	Primary ISIN: US15189T1079	Primary SEDO	L: 2440637	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,937 Voting Policy: UUA	Votable Shares: 1,937	*Shares on Loan: 0	Shares Instructed: 1,937

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

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



# **CenterPoint Energy, Inc.**

Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct		
1b	Elect Director Milton Carroll	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial di	liversity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1c	Elect Director Scott J. McLean	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial di	liversity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1d	Elect Director Martin H. Nesbitt	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 is geno	der			
1e	Elect Director Theodore F. Pound	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial di	liversity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1f	Elect Director Susan O. Rheney	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial di	liversity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1g	Elect Director Phillip R. Smith	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.				
1h	Elect Director John W. Somerhalder, II	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	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR this item is warrannon-audit purposes.	anted because or	aly 2.68 perc	ent of the fees	s paid to the auditor are for				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against		
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. While pay and performance were aligned for the year in review, the company paid severance to the CEO upon his resignation. Paying severance upon a voluntary resignation is not a common market practice, as severance is intended as a protection against an involuntary job loss.								
4	Amend Non-Employee Director Restricted Stock Plan	Mgmt	Yes	For	For	For	For		

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/30/2020	Auto-Approved	03/30/2020	1,937	1,937
						Total Shares:	1,937	1,937



# **First Horizon National Corporation**

Meeting Date: 04/24/2020	Country: USA	Primary Security ID:	: 320517105	Meeting ID: 1409623		
<b>Record Date:</b> 02/24/2020	Meeting Type: Special	Ticker: FHN				
<b>Primary CUSIP:</b> 320517105	<b>Primary ISIN:</b> US3205171057	Primary SEDOL: 234148	4	Proxy Level: 5		
	Shares Voted: 2,404	Votable Shares: 2,404	*Shares on Loan: 0	Shares Instructed: 2,404		
Total Ballots: 1	Voting Policy: UUA					
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS Rec	Voting Vote Policy Rec Inst	e cruction		

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 the merger is was	rranted in light	of the strate	egic rationale a	and anticipated synergies.		
2	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wa within the allowable threshold and is a condition to the					5	
3	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wa addition, outstanding time- and performance-based eq			55	,		
4	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this agenda item is	warranted as	the underlyi	ing transaction	warrants support.		

#### Ballot Details

Ballot Details Institutional Account Detail (IA Name, 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	04/10/2020	Auto-Approved	04/10/2020	2,404	2,404
						Total Shares:	2,404	2,404

#### **Graco Inc.**

Meeting Date: 04/24/2020 Record Date: 02/24/2020	•		Primary Security ID: Ticker: GGG	384109104	Meeting ID: 1405840	
Primary CUSIP: 384109104	Primary ISIN: US3841091040		Primary SEDOL: 238044	3	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 Patrick J. McHale	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include at least one minority director.									
1b	Elect Director Lee R. Mitau	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include at la	east one minoi	rity director.							

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



#### **Graco Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1c	Elect Director Martha A. Morfitt	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include a on boards at more than 2 public companies.	t least one mind	rity director.	The nominee	is employed full-time and sits		
1d	Elect Director Kevin J. Wheeler	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include a	t least one mind	rity director.				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrann-audit purposes.	nted because or	nly 18.45 pe	rcent of the fee	es paid to the auditor are for		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although there are multiple of proposal is warranted as pay and performance are re-				e pay program, a vote FOR th	is	
Ballot D	etails						

Name

Auto-Instructed

Instructed

03/23/2020

Name

Auto-Approved

Approved

03/25/2020

Total Shares:

**Votable Shares** 

96

96

Shares Voted

96

96

Rhumbline Custom S&P Index, 6728029082

Account Number

6728029082

**Ballot Status** 

Confirmed

Institutional Account Detail (IA Name, IA Number)

<b>Kellogg Company</b>				
Meeting Date: 04/24/2020 Record Date: 02/28/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: K	urity ID: 487836108	Meeting ID: 1405372
Primary CUSIP: 487836108	<b>Primary ISIN:</b> US4878361082	Primary SEDO	<b>L:</b> 2486813	Proxy Level: 3
Total Ballots: 1	Shares Voted: 426 Voting Policy: UUA	Votable Shares: 426	*Shares on Loan: 0	Shares Instructed: 426

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1a	Elect Director Stephanie Burns	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 Steve Cahillane	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 Richard Dreiling	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1d	Elect Director La June Montgomery Tabron	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.					

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



### **Kellogg Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
2	Advisory Vote to Ratify Named E. Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO time.	R this proposal is warr	anted given t	hat pay and	performance a	re reasonably	aligned at this				
3	Ratify PricewaterhouseCoopers L Auditors	LP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO non-audit purposes.	R this item is warrante	ed because on	aly 8.41 perc	ent of the fees	paid to the au	ditor are for				
4	Amend Qualified Employee Stock Plan	c Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO reasonable, and the offer period is										
5	Declassify the Board of Directors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO demonstrates a commitment to sh					ty to shareholo	lers and				
6	Adopt Simple Majority Vote		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FO enhances shareholder rights.	R this proposal is warr	anted given t	hat eliminat	ion of the supe	rmajority vote	requirement				
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	03/23/2020	Auto-Approved	03/25/2020		426	426
								Total Shares:		426	426

#### Crane Co.

Meeting Date: 04/27/2020 Record Date: 02/28/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: CR	224399105	Meeting ID: 1407930
<b>Primary CUSIP:</b> 224399105	<b>Primary ISIN:</b> US2243991054		Primary SEDOL: 2231897		Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,348 Voting Policy: UUA	Votable Shares	: 1,348	*Shares on Loan: 0	Shares Instructed: 1,348

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct		
1.1	Elect Director Martin R. Benante	Mgmt	Yes	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 Donald G. 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.



#### **Crane Co.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.3	Elect Director Michael Dinkins		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> .				
1.4	Elect Director Ronald C. Lindsay	/	Mgmt	Yes	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 Ellen McClain		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1.6	Elect Director Charles G. McClu	re, Jr.	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1.7	Elect Director Max H. Mitchell		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> .				
1.8	Elect Director Jennifer M. Pollin	0	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>				
1.9	Elect Director James L. L. Tullis		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	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F non-audit purposes.	OR this item is warran	ted because or	aly 9.24 perc	cent of the fees	paid to the au	uditor are for				
3	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				
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	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	03/25/2020	Auto-Approved	03/26/2020		1,348	1,348
								Total Shares	:	1,348	1,348

# **Honeywell International Inc.**

Meeting Date: 04/27/2020	Country: USA	Primary Security ID: 438516106	<b>Meeting ID:</b> 1406725
Record Date: 02/28/2020	Meeting Type: Annual	Ticker: HON	
Primary CUSIP: 438516106	<b>Primary ISIN:</b> US4385161066	Primary SEDOL: 2020459	Proxy Level: 3



### **Honeywell International Inc.**

Shares Voted: 2,790 Votable Shares: 2,790 \*Shares on Loan: 0 Shares Instructed: 2,790

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct				
1A	Elect Director Darius Adamczyk	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1B	Elect Director Duncan B. Angove	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1C	Elect Director William S. Ayer	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1D	Elect Director Kevin Burke	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1E	Elect Director D. Scott 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 p	ercent diversity.						
1F	Elect Director Linnet F. Deily	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 p	ercent diversity.						
1G	Elect Director Deborah Flint	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 p	ercent diversity.						
1H	Elect Director Judd Gregg	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 p	ercent diversity.						
1I	Elect Director Clive Hollick	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 p	ercent diversity.						
1J	Elect Director Grace D. Lieblein	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1K	Elect Director Raymond T. Odierno	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 p	ercent diversity.						
1L	Elect Director George Paz	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 p	ercent diversity.						
1M	Elect Director Robin L. Washington	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 p	ercent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For				
	Voting Policy Pationals, A vota FOR this proposal is	warranted as no	and porfor	manca ara raa	conably aligned at th	is time					

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

Proposal



2,790

2,790

2,790

2,790

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Honeywell International Inc.**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instructi	on	
3	Ratify Deloitte & Touche LLP as A	Auditor	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.											
4	Require Shareholder Approval of Amendments Adopted by the Boa Directors	•	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as requiring shareholder ratification of any bylaw amendment adopted by the board, even those for administrative purposes, would be overly burdensome. In addition, shareholders have effective recourse to modify a bylaw adopted by the board, if necessary.										
5	Report on Lobbying Payments an	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 trade association memberships and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.										
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

Auto-Instructed

04/07/2020

Auto-Approved

Voting

04/07/2020

Vote

Votable

### **Raytheon Technologies Corporation**

Rhumbline Custom S&P Index, 6728029082

6728029082

Confirmed

Meeting Date: 04/27/2020 Record Date: 03/03/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: RTX	: 75513E101	Meeting ID: 1407589
Primary CUSIP: 75513E101	Primary ISIN: US75513E1010		Primary SEDOL: BM5M5Y3		Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,915 Voting Policy: UUA	Votable Shares	: 1,915	*Shares on Loan: 0	Shares Instructed: 1,915

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc				
1a	Elect Director Lloyd J. Austin, III	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1b	Elect Director 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	s at least 30 pe	ercent diversity.						
1c	Elect Director Marshall O. Larsen	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1d	Elect Director Robert K. (Kelly) Ortberg	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										

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



# **Raytheon Technologies Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1e	Elect Director Margaret L. O'Sullivan	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1f	Elect Director Denise L. Ramos	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1g	Elect Director Fredric G. Reynolds	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1h	Elect Director Brian C. Rogers	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	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					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this item is warran non-audit purposes.	ted because or	nly 23.24 per	rcent of the fee	es paid to the auditor are for					
4	Adopt Simple Majority Vote	SH	Yes	None	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is wa would enhance shareholder rights.	rranted given t	hat eliminat	ion of the supe	ermajority vote requirement					
5	Report on Plant Closures	SH	Yes	Against	Against	For	For			
	Voting Policy Rationale: A vote FOR this proposal is wa the impacts of plant closings as requested, would serve mechanisms. In addition, the proposal is non-binding a committee to further evaluate the impacts of company	e to further stre and simply asks	engthen Unit the board t	ted Technologi to consider crea	es' currently existing oversight					

**Ballot Details** 

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/03/2020	Auto-Approved	04/03/2020	1,915	1,915
						Total Shares:	1,915	1,915

### **Seaboard Corporation**

Meeting Date: 04/27/2020 Record Date: 02/26/2020	Country: USA Meeting Type: Annual	Primary Security ID: 811543107 Ticker: SEB	<b>Meeting ID:</b> 1407771
<b>Primary CUSIP:</b> 811543107	<b>Primary ISIN:</b> US8115431079	Primary SEDOL: 2786687	Proxy Level: 3



### **Seaboard Corporation**

		Shares Voted: 14		Votable Si	hares: 14		*Shares on Lo	<b>an:</b> 0	:	Shares Instructed: 14	
Total Ball	ots: 1	Voting Policy: UUA									
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.1	Elect Director Steven J. Bresky		Mgmt	Yes	For	Withhold		Withhold	Withhold	d	
	Voting Policy Rationale: WITHHOL Squires due to the company's lack woman director.							e			
1.2	Elect Director David A. Adamsen		Mgmt	Yes	For	For		Withhold	Withhold	d	
	Voting Policy Rationale: The board	d does not include at le	east one wom	an director.							
1.3	Elect Director Douglas W. Baena	l	Mgmt	Yes	For	For		Withhold	Withhold	d	
	Voting Policy Rationale: The board	d does not include at le	east one wom	an director.							
1.4	Elect Director Paul M. Squires		Mgmt	Yes	For	Withhold		Withhold	Withhold	d	
	Voting Policy Rationale: WITHHO. Squires due to the company's lack woman director.							e			
1.5	Elect Director Edward I. Shifmar	n, Jr.	Mgmt	Yes	For	For		Withhold	Withhold	i	
	Voting Policy Rationale: The board	d does not include at le	east one wom	an director.							
2	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrante	ed because or	nly 9.90 perc	cent of the fees	paid to the au	uditor are for				
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 not	ted, a vote FC	OR this prop	osal is warrante	ed as pay and	performance are	2			
4	Require a Majority Vote for the E Directors	Election of	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC election of directors and further e			-	areholders a m	ore meaningfu	ıl voice in the				
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	03/23/2020	Auto-Approved	03/26/2020		14	14

Total Shares:



**Shares Instructed:** 74

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Charter Communications, Inc.**

Meeting Date: 04/28/2020Country: USAPrimary Security ID: 16119P108Meeting ID: 1409616Record Date: 02/28/2020Meeting Type: AnnualTicker: CHTR

 Primary CUSIP: 16119P108
 Primary ISIN: US16119P1084
 Primary SEDOL: BZ6VT82
 Proxy Level: 3

Votable Shares: 74

\*Shares on Loan: 0

Total Ballots: 1 Voting Policy: UUA

Shares Voted: 74

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct				
1a	Elect Director W. Lance Conn	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: Less than 30% of the board is a	liverse.									
1b	Elect Director Kim C. Goodman	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: Less than 30% of the board is a	liverse.									
1c	Elect Director Craig A. Jacobson	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						
1d	Elect Director Gregory B. Maffei	Mgmt	Yes	For	Against	Against	Against				
	Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.										
1e	Elect Director John D. Markley, Jr.	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: Less than 30% of the board is a	liverse.									
1f	Elect Director David C. Merritt	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: Less than 30% of the board is a	liverse.									
1g	Elect Director James E. Meyer	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 Steven A. Miron	Mgmt	Yes	For	Against	Against	Against				
	Voting Policy Rationale: Less than 30% of the board is a	liverse.The no	minee is noi	n-independent	and sits on a key committee.						
1i	Elect Director Balan Nair	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						
1j	Elect Director Michael A. Newhouse	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: Less than 30% of the board is d	liverse.									
1k	Elect Director Mauricio Ramos	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: Less than 30% of the board is d	liverse.									
11	Elect Director Thomas M. Rutledge	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: Less than 30% of the board is d	liverse.									



### **Charter Communications, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1m	Elect Director Eric L. Zinterho	fer	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less to	han 30% of the board is	diverse.								
2	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoureasonable aligned at this time		support FOR th	is proposal	is warranted as	pay and perfo	ormance are				
3	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 19.61 pe	rcent of the fee	es paid to the a	auditor are for			-	
4	Require Independent Board (	Chairman	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote board.	FOR this proposal is wa	arranted given t	he importar	nce of having ar	n independent	chairman of the	e			
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	04/09/2020	Auto-Approved	04/09/2020		74	74
								Total Shares	: ====	74	74

### **Comerica Incorporated**

Meeting Date: 04/28/2020 Record Date: 02/28/2020	•		Primary Security ID: Ticker: CMA	200340107	<b>Meeting ID:</b> 1408653
Primary CUSIP: 200340107	<b>Primary ISIN:</b> US2003401070		Primary SEDOL: 221287	0	Proxy Level: 3
Total Ballots: 2	Shares Voted: 307 Voting Policy: UUA	Votable Shares	: 307	*Shares on Loan: 0	Shares Instructed: 307

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct		
1.1	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.				
1.2	Elect Director Roger A. Cregg	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1.3	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.				
1.4	Elect Director Curtis C. Farmer	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.				

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



# **Comerica Incorporated**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.5	Elect Director Jacqueline P. Kane	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 Richard G. Lindner	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 Barbara R. Smith	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 Robert S. Taubman	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 Reginald M. Turner, 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.		
1.10	Elect Director Nina G. Vaca	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 Michael G. Van de Ven	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: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 8.81 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 warn review.	ranted as pay	and perform	nance are reaso	onably aligned for the year in		
Ballot D	etails						

Institutional Account Detail	Custodian		Instructor	Date	Approver	Date		
(IA Name, IA Number)	Account Number	<b>Ballot Status</b>	Name	Instructed	Name	Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/24/2020	Auto-Approved	03/29/2020	244	244
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/24/2020	Auto-Approved	03/29/2020	63	63
						Total Shares:	307	307

### Corteva, Inc.

Meeting Date: 04/28/2020	Country: USA	Primary Security ID: 22052L104	Meeting ID: 1409575
<b>Record Date:</b> 03/09/2020	Meeting Type: Annual	Ticker: CTVA	
Primary CUSIP: 22052L104	Primary ISIN: US22052L1044	Primary SEDOL: BK73B42	Proxy Level: 3



### Corteva, Inc.

	Shares Voted: 57	Votable Shares: 57	*Shares on Loan: 0	Shares Instructed: 57
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 Lamberto Andreotti	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 Robert A. Brown	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial dive	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
1c	Elect Director James C. Collins, 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.					
1d	Elect Director Klaus A. Engel	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 Michael O. Johanns	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 Lois D. Juliber	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 Rebecca B. Liebert	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial dive	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
1h	Elect Director Marcos M. Lutz	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1i	Elect Director Nayaki Nayyar	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 Gregory R. Page	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 Lee M. Thomas	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 Patrick J. Ward	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 wanthis time.	ranted as CEO	pay and co.	mpany perform	nance are reasonably aligne	ed at				
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Yea			



### Corteva, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
4	Ratify PricewaterhouseCoope Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warran	ited because le	ss than one	percent of the	fees paid to th	ne auditor are fo	r			
5	Approve Qualified Employee	Stock 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	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	03/30/2020	Auto-Approved	03/30/2020		57	57
								Total Shares		57	57

### **Exelon Corporation**

Total Ballots: 1	Shares Voted: 160 Voting Policy: UUA	Votable Shares: 160	*Shares on Loan: 0	Shares Instructed: 160	
Primary CUSIP: 30161N101	Primary ISIN: US30161N1019	Primary SED	<b>DL:</b> 2670519	Proxy Level: 3	
<b>Record Date:</b> 03/02/2020	Meeting Type: Annual	Ticker: EXC			
Meeting Date: 04/28/2020	Country: USA	Primary Sec	curity ID: 30161N101	<b>Meeting ID:</b> 1409158	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1a	Elect Director Anthony Anderson	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 Ann Berzin	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 Laurie Brlas	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.					
1d	Elect Director Christopher M. Crane	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.					
1e	Elect Director Yves C. de Balmann	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									



### **Exelon Corporation**

	Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
Elect Director Linda P. Jojo Mgmt Yes For	1f	Elect Director Nicholas DeBenedio	ctis	Mgmt	Yes	For	For		For	For		
Volting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   Elect Director Paul Joskow   Mgmt   Yes   For   For   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	<i>'.</i>				
Elect Director Paul Joskow Mgmt Yes For	1g	Elect Director Linda P. Jojo		Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.    Elect Director Robert J. Lawless   Mgmt   Yes   For   For   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	<i>'.</i>				
Elect Director Robert J. Lawless 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.  1j Elect Director John Richardson 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.  1k Elect Director Mayo Shattuck, III 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.  1l Elect Director John F. Young Mgmt Yes For For For For For For Auditors Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  2 Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For For For For For Auditors Voting Policy Rationale: A vote FOR this item is warranted because only 9.33 percent of the fees paid to the auditor are for non-audit purposes.  3 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For For Officers' Compensation Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.  4 Approve Omnibus Stock Plan Mgmt Yes For For For For For For For Woting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  8 Ballot Details  Instructor Name Approver Date Approver Name Approver Name Approver Name Approver Name Notable Shared.	1h	Elect Director Paul Joskow		Mgmt	Yes	For	For		For	For		
Elect Director John Richardson   Mgmt   Yes   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	<i>'.</i>				
Elect Director John Richardson 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.  1k Elect Director Mayo Shattuck, III Mgmt Yes For 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.  1l Elect Director John F. Young Mgmt Yes For For For For For For For Auditors  Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  2 Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For For For For Auditors  Voting Policy Rationale: A vote FOR this item is warranted because only 9.33 percent of the fees paid to the auditor are for non-audit purposes.  3 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For For For Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.  4 Approve Omnibus Stock Plan Mgmt Yes For For For For For For For For For Sor For For For For For For For For For F	1i	Elect Director Robert J. Lawless		Mgmt	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 Mayo Shattuck, III		Voting Policy Rationale: There is g	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity	<i>'</i> .			•	
Elect Director Mayo Shattuck, III 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 John F. Young Mgmt Yes For For For For For For Auditors  Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For For For For Auditors  Voting Policy Rationale: A vote FOR this item is warranted because only 9.33 percent of the fees paid to the auditor are for non-audit purposes.  Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For For Officers' Compensation  Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.  Approve Omnibus Stock Plan Mgmt Yes For For For For For For For For Sor For For For For Noting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  Ballot Details  Instructor Name Instructor Name Approver Name Approver Date Approver Name Approver Votable Shared.	1j	Elect Director John Richardson		Mgmt	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 John F. Young Mgmt Yes For For For For For For For For Por Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  2 Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For For For For For For Por Por Por Por Por Por Por Por Por P		Voting Policy Rationale: There is g	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity	<i>'</i> .			•	
Elect Director John F. Young 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.  Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For For For For Auditors  Voting Policy Rationale: A vote FOR this item is warranted because only 9.33 percent of the fees paid to the auditor are for non-audit purposes.  Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For For Officers' Compensation  Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.  Approve Omnibus Stock Plan Mgmt Yes For For For For For For For For Sor Sorecard evaluation (EPSC), a vote FOR this proposal is warranted.  Ballot Details  Instructor Date Approver Date Approver Date Approver Name Votable Shares.	1k	Elect Director Mayo Shattuck, III		Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For For For For For Auditors  Voting Policy Rationale: A vote FOR this item is warranted because only 9.33 percent of the fees paid to the auditor are for non-audit purposes.  Advisory Vote to Ratify Named Executive Mgmt Yes 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	<i>'</i> .				
Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For For For For Auditors    Voting Policy Rationale: A vote FOR this item is warranted because only 9.33 percent of the fees paid to the auditor are for non-audit purposes.    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 for the year in review.   Approve Omnibus Stock Plan Mgmt Yes For For For For For For Sor For Instructor Date Approver Date Approved Votable Shares (IA Name, IA Number)   Date Approver Date Approved Votable Shares (IA Name, IA Number)   Date Approver Date Approved Votable Shares (IA Name)   Date Approver Date Date Approver Date Date Approver Date Date Approver Date Date Date Date Date Date Date Date	11	Elect Director John F. Young		Mgmt	Yes	For	For		For	For		
Auditors  Voting Policy Rationale: A vote FOR this item is warranted because only 9.33 percent of the fees paid to the auditor are for non-audit purposes.  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 for the year in review.  Approve Omnibus Stock Plan Mgmt Yes For For For For For For Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  Ballot Details  Institutional Account Detail Custodian Account Number Ballot Status Name Instructed Name Approver Approved Votable Shares.		Voting Policy Rationale: There is g	ender and racial diver	sity on the bo	ard. There is	s at least 30 pe	rcent diversity	<i>'.</i>				
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 for the year in review.  4 Approve Omnibus Stock Plan Mgmt Yes For For For For For Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  Ballot Details  Institutional Account Detail Custodian Account Number Ballot Status Instructor Name Instructed Name Approver Approved Votable Shares.	2	•	LP as	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 for the year in review.  4 Approve Omnibus Stock Plan Mgmt Yes For For For For For Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  Ballot Details  Instructor Date Approver Date (IA Name, IA Number) Date Approved Votable Shares		- '	R this item is warrante	ed because on	nly 9.33 perc	cent of the fees	paid to the au	uditor are for				
Approve Omnibus Stock Plan Mgmt Yes For For For For For Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  Ballot Details Institutional Account Detail Custodian Account Number Ballot Status Name Instructed Name Approver Approved Votable Shares	3		xecutive	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  Ballot Details  Institutional Account Detail  Custodian  Instructor  Date  Approver  Date  (IA Name, IA Number)  Account Number  Ballot Status  Name  Instructed  Name  Approved  Votable Shares			R this proposal is warı	ranted as pay	and perforn	nance are reasc	onably aligned	for the year in				
Ballot Details  Institutional Account Detail Custodian Instructor Date Approver Date (IA Name, IA Number) Account Number Ballot Status Name Instructed Name Approved Votable Shares	4	Approve 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		Voting Policy Rationale: Based on a	the Equity Plan Scored	card evaluation	n (EPSC), a	vote FOR this p	proposal is wai	rranted.				
(IA Name, IA Number) Account Number Ballot Status Name Instructed Name Approved Votable Shares	Ballot De	etails										
Colon Describe Assets (2000007) (2000007) (2000007)				Ballot Stat	us						Votable Shares	Shares Voted
Socially Responsible Investing, 67.28029075 67.28029075 Confirmed Auto-Instructed 04/01/2020 Auto-Approved 04/01/2020 160	Socially Re	sponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	04/01/2020	Auto-Approved	04/01/2020		160	160
Total Shares: 160									Total Shares	:	160	160

### **First Horizon National Corporation**

Meeting Date: 04/28/2020	Country: USA	Primary Security ID: 320517105	<b>Meeting ID:</b> 1408327
Record Date: 02/28/2020	Meeting Type: Annual	Ticker: FHN	
<b>Primary CUSIP:</b> 320517105	Primary ISIN: US3205171057	Primary SEDOL: 2341484	Proxy Level: 3



# **First Horizon National Corporation**

	Shares Voted: 2,404	Votable Shares: 2,404	*Shares on Loan: 0	Shares Instructed: 2,404
Total Ballots: 1	Voting Policy: UUA			

Proposal			Votable			Voting	Vote					
Number	Proposal Text	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Instruct					
1.1	Elect Director Kenneth A. Burdick	Mgmt	Yes	For	For	For	For					
	In the imbor is proposal Text											
1.2	Elect Director John C. Compton	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 pe	ercent diversity.							
1.3	Elect Director Wendy P. Davidson	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1.4	Elect Director Mark A. Emkes	Mgmt	Yes	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 Corydon J. Gilchrist	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 pe	ercent diversity.							
1.6	Elect Director D. Bryan Jordan	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.							
1.7	Elect Director Vicki R. Palmer	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 pe	ercent diversity.							
1.8	Elect Director Colin V. Reed	Mgmt	Yes	For	For	For	For					
1.8	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.9	Elect Director Cecelia D. Stewart	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 pe	ercent diversity.							
1.10	Elect Director Rajesh Subramaniam	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 pe	ercent diversity.							
1.11	Elect Director R. Eugene Taylor	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 pe	ercent diversity.							
1.12	Elect Director Luke Yancy, III	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 pe	ercent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Annual incentives are pred performance-based equity increased in FY19.	lominantly tied to o	bjective peri	formance meas	sures, and the propo	rtion of						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For					

Voting Policy Rationale: A vote FUR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.



### **First Horizon National 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	04/10/2020	Auto-Approved	04/10/2020	2,404	2,404
						Total Shares:	2,404	2,404

### **FMC Corporation**

Meeting Date: 04/28/2020 Record Date: 03/04/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: FMC	urity ID: 302491303	Meeting ID: 1407548
<b>Primary CUSIP:</b> 302491303	<b>Primary ISIN:</b> US3024913036	Primary SEDO	<b>DL:</b> 2328603	Proxy Level: 3
	Shares Voted: 470	Votable Shares: 470	*Shares on Loan: 0	Shares Instructed: 470
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Pierre Brondeau	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		
1b	Elect Director Eduardo E. Cordeiro	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1c	Elect Director Mark Douglas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1d	Elect Director C. Scott Greer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1e	Elect Director K'Lynne Johnson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.			For For Against  For For Against  For Against		
1f	Elect Director Dirk A. Kempthorne	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.		For For Against  For For Against  For Against			
1g	Elect Director Paul J. Norris	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1h	Elect Director Margareth Ovrum	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1i	Elect Director Robert C. Pallash	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					



### **FMC Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Policy Rec	Vote Instructi	on	
1j	Elect Director William H. Pow	vell	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less t	than 30% of the board is	diverse.								
1k	Elect Director Vincent R. Volg	oe, Jr.	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less t	than 30% of the board is	diverse.								
2	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	e FOR this item is warrar	nted because or	nly 9.86 perd	cent of the fees	paid to the au	ıditor are for				
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote reasonably aligned for the yea		arranted. Althou	igh some co	ncerns are not	ed, pay and pe	erformance are				
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	04/06/2020	Auto-Approved	04/06/2020		470	470
								Total Shares	====== ::	470	470

### **International Business Machines Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Thomas Buberl	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.2	Elect Director Michael L. Eskew	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.3	Elect Director David N. Farr	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.4	Elect Director Alex Gorsky	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					

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

shareholder rights.



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **International Business Machines Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.5	Elect Director Michelle J. Howard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.6	Elect Director Arvind Krishna	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.7	Elect Director Andrew N. Liveris	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.8	Elect Director Frederick William McNabb, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.9	Elect Director Martha E. Pollack	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.10	Elect Director Virginia M. Rometty	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.11	Elect Director Joseph R. Swedish	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	ployed full-tim	e and sits on boards at more		
1.12	Elect Director Sidney Taurel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.13	Elect Director Peter R. Voser	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.14	Elect Director Frederick H. Waddell	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: A vote FOR this item is warrants non-audit purposes.	ed because or	nly 2.84 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 warreview.	ranted, as pay	and perform	mance are reas	sonably aligned for the year in		
4	Amend Governing Documents to allow Removal of Directors	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is ware enhance shareholder rights.	ranted as the	ability to ren	nove directors	with or without cause would		
5	Provide Right to Act by Written Consent	SH	Yes	Against	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.



### **International Business Machines Corporation**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instructi	on	
6	Require Independent Board	Chairman	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote board.	e FOR this proposal is wa	rranted given t	he importan	nce of having an	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	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/03/2020	Auto-Approved	04/03/2020		131	131
								Total Shares:		131	131

#### **Lazard Ltd**

Meeting Date: 04/28/2020 Record Date: 03/03/2020	Country: Bermuda Meeting Type: Annual	Primary Sec Ticker: LAZ	curity ID: G54050102	<b>Meeting ID:</b> 1406908
Primary CUSIP: G54050102	Primary ISIN: BMG540501027	Primary SEDO	<b>DL:</b> B081VQ7	Proxy Level: N/A
	Shares Voted: 949	Votable Shares: 949	*Shares on Loan: 0	Shares Instructed: 949
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 M. Jacobs	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.		
1.2	Elect Director Michelle Jarrard	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.		
1.3	Elect Director Iris Knobloch	Mgmt	Yes	For	For	Withhold	Withhold
	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	
1.4	Elect Director Philip A. Laskawy	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Pay-for-performance misalignme	ent concerns a	re undersco	red by annual	honuses that continue to rely		

Voting Policy Rationale: Pay-for-performance misalignment concerns are underscored by annual bonuses that continue to rely heavily on discretionary performance assessments. There are additional concerns raised by the substantial increase in the number of underlying shares to the CEO's LTI award following a decline in stock price, as well as by an NEO paid near the CEO level.



#### **Lazard Ltd**

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction	
3	Approve Deloitte & Touche L and Authorize Board to Fix Ti Remuneration		Mgmt	Yes	For	For		For	For	
Ballot D	Voting Policy Rationale: A vote non-audit purposes. Details	FOR this item is warrand	ted because on	aly 4.23 perc	cent of the fees	s paid to the au	uditor are for			
	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	04/07/2020	Auto-Approved	04/07/2020	949	949
								Total Shares	949	949

Voting

Vote

Votable

### **Noble Energy, Inc.**

Meeting Date: 04/28/2020 Record Date: 03/02/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: NBL	urity ID: 655044105	<b>Meeting ID:</b> 1405403
Primary CUSIP: 655044105	<b>Primary ISIN:</b> US6550441058	Primary SEDO	<b>L:</b> 2640761	Proxy Level: 3
	Shares Voted: 2,670	Votable Shares: 2,670	*Shares on Loan: 0	Shares Instructed: 2,670
Total Ballots: 2	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey L. Berenson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.				
1b	Elect Director James E. Craddock	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The board does not include at loak a key committee.	east one mino	rity director.	The nominee is	s non-independent and sits on		
1c	Elect Director Barbara J. Duganier	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.				
1d	Elect Director Thomas J. Edelman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.				
1e	Elect Director Holli C. Ladhani	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.				
1f	Elect Director David L. Stover	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.				
1g	Elect Director Scott D. Urban	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at lo	east 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.



### **Noble Energy, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1h	Elect Director William T. Van Kleef	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	ity director.				
1i	Elect Director Martha B. Wyrsch	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.				
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante purposes.	ed because no	ne of the fee	es paid to the a	auditor are for non-audit		
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 perforn	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	ard evaluation	ı (EPSC), a v	ote 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	04/06/2020	Auto-Approved	04/06/2020	2,485	2,485
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/06/2020	Auto-Approved	04/06/2020	185	185
						Total Shares:	2,670	2,670

### RPC, Inc.

Meeting Date: 04/28/2020 Record Date: 02/28/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: RES	rity ID: 749660106	Meeting ID: 1408742
<b>Primary CUSIP:</b> 749660106	<b>Primary ISIN:</b> US7496601060	Primary SEDOL	<b>:</b> 2719456	Proxy Level: 3
	Shares Voted: 1,408	Votable Shares: 1,408	*Shares on Loan: 0	Shares Instructed: 1,408
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 R. Randall Rollins	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indep than 30% of the board is diverse. The nominee is emplo				•		
1.2	Elect Director Henry B. Tippie	Mgmt	Yes	For	For	Withhold	Withhold

Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.



### RPC, Inc.

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instructi	on	
1.3	Elect Director James B. William	ms	Mgmt	Yes	For	For		Withhold	Withhold	I	
	Voting Policy Rationale: The both than 30% of the board is diver	- ,	ependent.The b	oard does n	ot include at lea	ast one minori	ty director.Less				
2	Ratify Grant Thornton LLP as	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote purposes.	FOR this item is warrar	nted because no	one of the fe	ees paid to the	auditor are for	r non-audit				
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althour reasonably aligned at this time		noted, a vote FC	OR this prop	oosal is warrante	ed as pay and	performance ar	e			
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	03/30/2020	Auto-Approved	03/30/2020		1,408	1,408
								Total Shares	. ——	1,408	1,408

Voting

Vote

Votable

### **The Chemours Company**

Meeting Date: 04/28/2020 Record Date: 03/02/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: CC	Meeting ID: 1407698	
Primary CUSIP: 163851108	<b>Primary ISIN:</b> US1638511089		Primary SEDOL: BZ0CTP	8	Proxy Level: 3
	Shares Voted: 266	Votable Shares	: 266	*Shares on Loan: 0	Shares Instructed: 266
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 Curtis V. Anastasio	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 Bradley J. Bell	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 Richard H. Brown	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 Mary B. Cranston	Mgmt	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 Chemours Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1e	Elect Director Curtis J. Crawford		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominee and racial diversity on the board. The	, ,			more than 2 pu	ıblic companies	s.There is gende	er			
1f	Elect Director Dawn L. Farrell		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	der and racial diversi	ity on the boo	ard. There is	s at least 30 pe	ercent diversity.					
1g	Elect Director Erin N. Kane		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	der and racial diversi	ity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
1h	Elect Director Sean D. Keohane		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	der and racial diversi	ity on the boo	ard. There is	s at least 30 pe	ercent diversity.					
1i	Elect Director Mark P. Vergnano		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	der and racial diversi	ity on the boo	ard. There is	s at least 30 pe	ercent diversity.					
2	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 perform	nance are reaso	onably aligned	at this time.				
3	Ratify PricewaterhouseCoopers LLP Auditors	as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR t non-audit purposes.	this item is warranted	d because on	ly 20.07 per	cent of the fee	s paid to the a	uditor are for				
4	Establish Board Advisory Position		SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote AGAI disclosures appear to be providing it employee advisory position may mea	with adequate overs	gight of workf	orce issues.	In addition, it						
Ballot D											
		ustodian ccount Number	Ballot State	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

6728029082

Rhumbline Custom S&P Index, 6728029082

The PNC Financial Services Group, Inc.								
Meeting Date: 04/28/2020	Country: USA	Primary Security ID: 693475105	<b>Meeting ID:</b> 1408761					
<b>Record Date:</b> 01/31/2020	Meeting Type: Annual	Ticker: PNC						
Primary CUSIP: 693475105	Primary ISIN: US6934751057	Primary SEDOL: 2692665	Proxy Level: 3					

Auto-Instructed

04/07/2020

Auto-Approved

04/07/2020

**Total Shares:** 

266

266

266

266

Confirmed



#### The PNC Financial Services Group, Inc.

	Shares Voted: 733	Votable Shares: 733	*Shares on Loan: 0	Shares Instructed: 733
Total Ballots: 1	Voting Policy: UUA			

Votable Voting Vote Proposal Policy Rec **Proposal Text** Proposal **Mgmt Rec** ISS Rec Instruction Number Proponent Elect Director Joseph Alvarado 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. Elect Director Charles E. Bunch Mgmt 1.2 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 Debra A. Cafaro 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 Marjorie Rodgers Cheshire 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 William S. Demchak 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 Andrew T. Feldstein 1.6 Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.7 Elect Director Richard J. Harshman Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.8 Elect Director Daniel R. Hesse 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 Linda R. Medler Mgmt For Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.10 Elect Director Martin Pfinsgraff 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 Toni Townes-Whitley Yes For Mgmt For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.12 Elect Director Michael J. Ward Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 2 Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For For For Auditors Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes. Mgmt Advisory Vote to Ratify Named Executive Yes For For For 3 For Officers' Compensation Voting Policy Rationale: A vote FOR this proposal is warranted. While some features of the annual incentive program may raise

Voting Policy Rationale: A vote FOR this proposal is warranted. While some features of the annual incentive program may rais shareholder concerns, pay and performance are reasonably aligned for the year under review.



733

733

04/06/2020

**Total Shares:** 

733

733

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# The PNC Financial Services Group, Inc.

6728029082

Confirmed

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
4	Amend Qualified Employee Stock Plan	c Purchase	Mgmt	Yes	For	For		For	For		
Ballot D	Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and number of shares reserved is reasonable, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.										
Institutio	etalis 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

04/06/2020

Auto-Approved

### The Williams Companies, Inc.

Rhumbline Custom S&P Index, 6728029082

Meeting Date: 04/28/2020 Record Date: 02/28/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: WMB	969457100	Meeting ID: 1409418
<b>Primary CUSIP:</b> 969457100	<b>Primary ISIN:</b> US9694571004		Primary SEDOL: 296718	1	Proxy Level: 3
	Shares Voted: 1,484	Votable Shares: 1	,484	*Shares on Loan: 0	Shares Instructed: 1,484
Total Ballots: 1	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction			
1.1	Elect Director Alan S. Armstrong	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board is	diverse.								
1.2	Elect Director Stephen W. Bergstrom	Mgmt	Yes	For	Against	Against	Against			
	Voting Policy Rationale: Votes AGAINST Chairman Step warranted. The board's adoption of a poison pill with a negatively impact the market for the company's shares	5 percent trigg	ger is proble	matic, as it is f	nighly restrictive and could					
1.3	Elect Director Nancy K. Buese	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board is diverse.									
1.4	Elect Director Stephen I. Chazen	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board is diverse.									
1.5	Elect Director Charles I. Cogut	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board is	diverse.								
1.6	Elect Director Michael A. Creel	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board is	diverse.								
1.7	Elect Director Vicki L. Fuller	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board is	diverse.								

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



### The Williams Companies, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1.8	Elect Director Peter A. Ragauss		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is a	liverse.								
1.9	Elect Director Scott D. Sheffield		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is a	liverse.								
1.10	Elect Director Murray D. Smith		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is a	liverse.								
1.11	Elect Director William H. Spence		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	30% of the board is a	liverse.								
2	Amend 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 wai	ranted.				
3	Amend Qualified Employee Stock Plan	c Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO reasonable, and the offer period is		-				ares reserved is				
4	Advisory Vote to Ratify Named Ex Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO	R this proposal is warr	ranted as pay	and perforn	nance are reasc	nably aligned	at this time.				
5	Ratify Ernst & Young LLP as Audi	itors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO non-audit purposes.	PR this item is warrante	ed because on	ly 13.33 pei	rcent of the fee	s paid to the a	ouditor are 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	04/08/2020	Auto-Approved	04/08/2020		1,484	1,484
								Total Shares		1,484	1,484

### **Truist Financial Corporation**

Meeting Date: 04/28/2020 Record Date: 02/21/2020	Country: USA Meeting Type: Annual	Primary Security ID: 89832Q109 Ticker: TFC	Meeting ID: 1408766
<b>Primary CUSIP:</b> 89832Q109	Primary ISIN: US89832Q1094	Primary SEDOL: BKP7287	Proxy Level: 3



#### **Truist Financial Corporation**

Shares Voted: 224 Votable Shares: 224 \*Shares on Loan: 0 Shares Instructed: 224

Total Ballots: 1 Voting Policy: UUA

Votable Voting Vote Proposal Policy Rec **Proposal Text** Proposal **Mgmt Rec** ISS Rec Instruction Number Proponent Elect Director Jennifer S. Banner 1.1 Mgmt 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 K. David Boyer, Jr. Mgmt For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.3 Elect Director Agnes Bundy Scanlan 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 Anna R. Cablik 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 Dallas S. Clement 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 Paul D. Donahue Yes 1.6 Mgmt For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.7 Elect Director Paul R. Garcia Mgmt Yes 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 Patrick C. Graney, III 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 Linnie M. Haynesworth Mgmt Yes 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 Kelly S. King Mgmt For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.11 Elect Director Easter A. Maynard 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 Donna S. Morea Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Charles A. Patton 1.13 Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.14 Elect Director Nido R. Qubein For For For Mamt Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.15 Elect Director David M. Ratcliffe Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



# **Truist Financial Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.16	Elect Director William H. Rogers, Jr.	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.		
1.17	Elect Director Frank P. Scruggs, Jr.	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.		
1.18	Elect Director Christine Sears	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.		
1.19	Elect Director Thomas E. Skains	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.		
1.20	Elect Director Bruce L. Tanner	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.		
1.21	Elect Director Thomas N. 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.		
1.22	Elect Director Steven C. Voorhees	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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrants non-audit purposes.	ed because on	ly 1.31 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 warn review. However, certain concerns around goal rigor ren solely on service-based requirements.		•				
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn board. The CEO and chairman roles have been contracte agreements entered into in connection with the recently independent director role is not considered robust and to term of the leadership transition process.	ually guarante completed m	ed for the fo erger of equ	reseeable futu als transaction	re pursuant to employment In addition, the lead		

#### **Ballot Details**

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	04/02/2020	Auto-Approved	04/02/2020	224	224
						Total Shares:	224	224



### **United States Steel Corporation**

Meeting Date: 04/28/2020Country: USAPrimary Security ID: 912909108Meeting ID: 1407755Record Date: 03/02/2020Meeting Type: AnnualTicker: X

 Primary CUSIP: 912909108
 Primary ISIN: US9129091081
 Primary SEDOL: 2824770
 Proxy Level: 3

Shares Voted: 1,049 Votable Shares: 1,049 \*Shares on Loan: 0 Shares Instructed: 1,049

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David B. Burritt	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1b	Elect Director Patricia Diaz Dennis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1c	Elect Director Dan O. Dinges	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1d	Elect Director John J. Engel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1e	Elect Director John V. Faraci	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1f	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1g	Elect Director Stephen J. Girsky	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a than 2 public companies.						
1h	Elect Director Jeh C. Johnson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is of	liverse.					
1i	Elect Director Paul A. Mascarenas	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		
1j	Elect Director Michael H. McGarry	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is of	liverse.					
1k	Elect Director Eugene B. Sperling	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
11	Elect Director David S. Sutherland	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1m	Elect Director Patricia A. Tracey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					

Proposal



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **United States Steel Corporation**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	tion	
2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns were iden		arranted as pay	and perfori	mance are reas	onably aligned	and no				
3	Ratify PricewaterhouseCoope Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warra	nted because or	nly 1.64 per	cent of the fees	s paid to the a	uditor are for			-	
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based	on the Equity Plan Scor	recard evaluatio	on (EPSC), a	vote FOR this	proposal is wa	rranted.			-	
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	03/25/2020	Auto-Approved	03/29/2020		1,049	1,049
								Total Shares	s: <u>——</u>	1,049	1,049

Voting

Vote

Votable

### **Valmont Industries, Inc.**

Meeting Date: 04/28/2020 Record Date: 03/06/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: VMI	urity ID: 920253101	Meeting ID: 1409341
Primary CUSIP: 920253101	<b>Primary ISIN:</b> US9202531011	Primary SEDO	L: 2926825	Proxy Level: 3
Total Ballots: 1	Shares Voted: 246 Voting Policy: UUA	Votable Shares: 246	*Shares on Loan: 0	Shares Instructed: 246
Proposal		Votable	Voting	Vote

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi		
1.1	Elect Director Mogens C. Bay	Mgmt	Yes	For	For	Withhold	Withhold		
	Voting Policy Rationale: The board does not include	e at least one mino	rity director.	Less than 30%	6 of the board is diverse.				
1.2	Elect Director Walter Scott, Jr.	Mgmt	Yes	For	For	Withhold	Withhold		
	Voting Policy Rationale: The board does not include	e at least one mino	rity director.	Less than 30%	6 of the board is diverse.				
1.3	Elect Director Clark T. Randt, Jr.	Mgmt	Yes	For	For	Withhold	Withhold		
	Elect Director Clark T. Randt, Jr. Mgmt Yes For For Withhold Withhold Work 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.								
1.4	Elect Director Richard Lanoha	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.



### **Valmont Industries, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	performance are reasonably aligned at this time.		rranted as no significant concerns were identified and pay and				ay and				
3	Ratify Deloitte & Touche LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	nly 7.85 perd	cent of the fees	paid to the at	uditor are 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	03/26/2020	Auto-Approved	03/29/2020		246	246
								Total Shares	-	246	246

### **Wells Fargo & Company**

Meeting Date: 04/28/2020 Record Date: 02/28/2020	Country: USA Meeting Type: Annual		Primary Security ID: 949746101 Ficker: WFC	<b>Meeting ID:</b> 1408368
Primary CUSIP: 949746101	<b>Primary ISIN:</b> US9497461015	ı	Primary SEDOL: 2649100	Proxy Level: 3
	Shares Voted: 115	Votable Shares: 1	15 *Shares on Loan: 0	Shares Instructed: 115
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Steven D. Black	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 Celeste A. Clark	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.		
1c	Elect Director Theodore F. Craver, Jr.	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.		
1d	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	at least 30 pe	ercent diversity.		
1e	Elect Director Donald M. James	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 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	at least 30 pe	ercent diversity.		



### **Wells Fargo & Company**

Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1g	Elect Director Charles H. Noski	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.					
1h	Elect Director Richard B. Payne, 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 p	ercent diversity.					
1i	Elect Director Juan A. Pujadas	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.					
1j	Elect Director Ronald L. Sargent	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1k	Elect Director Charles W. Scharf	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 Suzanne M. Vautrinot	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 p	ublic companies.There is gend	er				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: The externally-hired CEO's trans	sition pay cons	sisted largely	of a one-time	e make-whole award intended					
	voting Policy Kationale: Ine externally-niled CEUs trait to replace forfeited equity awards from his prior employ potential. The remainder consists of an initial guarantee performance-based. Nevertheless, the executive pay proconcern. Investors increasingly prefer an incentive progravor of objective and formula-driven determinations the FOR this proposal is warranted, with caution. Upon the issues should be closely scrutinized going forward.	ver, and the aved annual bond ogram's heavy ogram structure oat are more co	vard has ade us and long- v reliance on that minimiz ompatible wi	equate guardra term incentive compensation tes the impact th pay-for-per	ails that minimize windfall that is entirely committee discretion raises of committee discretion in formance. On balance, a vote	2				
3	to replace forfeited equity awards from his prior employ potential. The remainder consists of an initial guarantee performance-based. Nevertheless, the executive pay pr concern. Investors increasingly prefer an incentive prog favor of objective and formula-driven determinations the FOR this proposal is warranted, with caution. Upon the	ver, and the aved annual bond ogram's heavy ogram structure oat are more co	vard has ade us and long- v reliance on that minimiz ompatible wi	equate guardra term incentive compensation tes the impact th pay-for-per	ails that minimize windfall that is entirely committee discretion raises of committee discretion in formance. On balance, a vote	For	For			
3	to replace forfeited equity awards from his prior employ potential. The remainder consists of an initial guarantee performance-based. Nevertheless, the executive pay pr concern. Investors increasingly prefer an incentive prog favor of objective and formula-driven determinations the FOR this proposal is warranted, with caution. Upon the issues should be closely scrutinized going forward.	ver, and the avect annual bone ogram's heavy oram structure at are more concepts transition.  Mgmt	ward has add us and long- or reliance on that minimiz compatible wi on to regular Yes	equate guardraterm incentive compensation compensation test the impact the pay-for-per executive incompensation for	ails that minimize windfall that is entirely committee discretion raises of committee discretion in formance. On balance, a vote entive programs in 2020, these		For			
3	to replace forfeited equity awards from his prior employ potential. The remainder consists of an initial guarantee performance-based. Nevertheless, the executive pay processor. Investors increasingly prefer an incentive progravor of objective and formula-driven determinations the FOR this proposal is warranted, with caution. Upon the issues should be closely scrutinized going forward.  Ratify KPMG LLP as Auditors  Voting Policy Rationale: A vote FOR this item is warrantee.	ver, and the avect annual bone ogram's heavy oram structure at are more concepts transition.  Mgmt	ward has add us and long- or reliance on that minimiz compatible wi on to regular Yes	equate guardraterm incentive compensation compensation test the impact the pay-for-per executive incompensation for	ails that minimize windfall that is entirely committee discretion raises of committee discretion in formance. On balance, a vote entive programs in 2020, these					
	to replace forfeited equity awards from his prior employ potential. The remainder consists of an initial guarantee performance-based. Nevertheless, the executive pay proconcern. Investors increasingly prefer an incentive progravor of objective and formula-driven determinations the FOR this proposal is warranted, with caution. Upon the issues should be closely scrutinized going forward.  Ratify KPMG LLP as Auditors  Voting Policy Rationale: A vote FOR this item is warranten non-audit purposes.  Require Shareholder Approval of Bylaw Amendments Adopted by the Board of	ver, and the avected annual bonus ogram's heavy oram structure at are more co CEO's transition Mgmt Sed because or SH s warranted. Reposes, would	ward has add us and long- or reliance on that minimize ompatible with the to regular Yes Yes Yes	equate guardraterm incentive compensation reset the impact th pay-for-per executive incompensation for the fee Against	ails that minimize windfall that is entirely committee discretion raises of committee discretion in formance. On balance, a vote entive programs in 2020, these For es paid to the auditor are for Against cation of any bylaw amendmen	For Against	For Against			
	to replace forfeited equity awards from his prior employ potential. The remainder consists of an initial guarantee performance-based. Nevertheless, the executive pay processor. Investors increasingly prefer an incentive progravor of objective and formula-driven determinations the FOR this proposal is warranted, with caution. Upon the issues should be closely scrutinized going forward.  Ratify KPMG LLP as Auditors  Voting Policy Rationale: A vote FOR this item is warrantee non-audit purposes.  Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors  Voting Policy Rationale: A vote AGAINST this proposal is adopted by the board, even those for administrative put	ver, and the avected annual bonus ogram's heavy oram structure at are more co CEO's transition Mgmt Sed because or SH s warranted. Reposes, would	ward has add us and long- or reliance on that minimize ompatible with the to regular Yes Yes Yes	equate guardraterm incentive compensation reset the impact th pay-for-per executive incompensation for the fee Against	ails that minimize windfall that is entirely committee discretion raises of committee discretion in formance. On balance, a vote entive programs in 2020, these For es paid to the auditor are for Against cation of any bylaw amendmen	For Against				
4	to replace forfeited equity awards from his prior employ potential. The remainder consists of an initial guarantee performance-based. Nevertheless, the executive pay processor. Investors increasingly prefer an incentive progravor of objective and formula-driven determinations the FOR this proposal is warranted, with caution. Upon the issues should be closely scrutinized going forward.  Ratify KPMG LLP as Auditors  Voting Policy Rationale: A vote FOR this item is warranteed non-audit purposes.  Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors  Voting Policy Rationale: A vote AGAINST this proposal is adopted by the board, even those for administrative pureffective recourse to modify a bylaw adopted by the board. Report on Incentive-Based Compensation and	rer, and the aver and the aver and the aver and the aver are more concept at are more concept at are more concept at are more concept at are more concept are are more concept are are are more concept are	ward has add is and long-in reliance on that minimized on to regular the same of the same	equate guardraterm incentive compensation cases the impact the pay-for-per executive incompensation for the fee Against archolder ratification for the fee to excessive to excessive to excessive the compensation of the fee to excessive the e	ails that minimize windfall that is entirely committee discretion raises of committee discretion in formance. On balance, a vote entive programs in 2020, these est paid to the auditor are for Against  ccation of any bylaw amendmen addition, shareholders have  For  om additional disclosure about risk taking, given that	For Against nt	Against			

allowing them to better measure the progress of the company's diversity and inclusion initiatives.



### **Wells Fargo & Company**

**Ballot Details** 

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/07/2020	Auto-Approved	04/07/2020	115	115
						Total Shares:	115	115

### **Ameriprise Financial, Inc.**

Meeting Date: 04/29/2020 Record Date: 03/02/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: AMP	urity ID: 03076C106	Meeting ID: 1410112
<b>Primary CUSIP:</b> 03076C106	Primary ISIN: US03076C1062	Primary SEDO	<b>L:</b> B0J7D57	Proxy Level: 3
	Shares Voted: 285	Votable Shares: 285	*Shares on Loan: 0	Shares Instructed: 285
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 M. Cracchiolo	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 Dianne Neal Blixt	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 Amy DiGeso	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 Lon R. Greenberg	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 Jeffrey Noddle	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 F. Sharpe, 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.		
1g	Elect Director Brian T. Shea	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 W. Edward Walter, 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.		
1i	Elect Director Christopher J. Williams	Mgmt	Yes	For	For	Against	Against
				., -			

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



### **Ameriprise Financial, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruc	tion	
2	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC responsiveness to shareholder con efforts and the feedback it receive feedback received from sharehold scorecard-based payout leverage performance assessments and the rebound in share price performant still some concern regarding the plong-term incentive payouts, even incentives) or constrained to a randiminishes transparency. Shareho and performance be misaligned go	ncerns following last year. The committee maders. This included reduction the CEO's annual approcess for setting NECC and, as such, pay any program's reliance of when that discretion in the lige (for long-term inceduces are advised to closers.	ear's failed say de improveme cing the pote. LTI determin. EO pay. Morec and performanc on committee is guided by a ntives). The la	r-on-pay vot onts to the p ntial volatilion ation, and p over, CEO pace are reaso discretion to scorecard v ack of forwa	te, by disclosing ay program in a ty of total CEO providing enhan ay for 2019 dec anably aligned I to ultimately de with consistently ard-looking disc	of the details of the pay by eliminated disclosure of the pear in the year in termine the Control of the year in the control of the year of target of target in the year	f its engagemen the primary ating ton individual cantly amid a review. There i EO's annual and rics (for annual at LTI goals	s			
3	Ratify PricewaterhouseCoopers L Auditors	LP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.28 percent of the fees paid to the auditor are for non-audit purposes.									_	
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
Rhumbline	Name, IA Number) Account Number mbline Custom S&P Index, 6728029082 6728029082		Confirmed		Auto-Instructed	04/08/2020	Auto-Approved	04/08/2020		285	285

### **Centennial Resource Development, Inc.**

1b

Meeting I	Date: 04/29/2020	Country: USA				Security ID: 15	5136A102	<b>Meeting ID:</b> 1409260		
Record D	ate: 03/11/2020	Meeting Type: Annual				CDEV				
Primary CUSIP: 15136A102		<b>Primary ISIN:</b> US15136A1025				SEDOL: BYM4Z79		Proxy Level: 3		
		Shares Voted: 11,331		Votable Shares: 11,331		*Shares on Loan: 0		<b>n:</b> 0	Shares Instructed: 11,331	
Total Ballo	ts: 1	Voting Policy: UUA								
Proposal Number Proposal Text			Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	
1a	Elect Director Maire A. Baldwin		Mgmt	Yes	For	Against		Against	Against	

**Total Shares:** 

285

285

Voting Policy Rationale: A vote AGAINST governance committee member Maire Baldwin is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. The board does not include at least one minority director. Less than 30% of the board is diverse.

Elect Director Steven J. Shapiro Mgmt Yes For For Against Against Against

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



# **Centennial Resource Development, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1c	Elect Director Robert M. Tichio	0	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo nominee is employed full-time			•		of the board	is diverse.The				
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	ay and perform	mance are				
3	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based										
4	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote purposes.	FOR this item is warra	nted because no	one of the fe	ees paid to the	auditor are for	non-audit				
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	04/08/2020	Auto-Approved	04/08/2020		11,331	11,331
								Total Shares	s:	11,331	11,331

### **CNA Financial Corporation**

Meeting Date: 04/29/2020 Record Date: 03/06/2020	Country: USA Meeting Type: Annual	Primary Security II Ticker: CNA	<b>):</b> 126117100	<b>Meeting ID:</b> 1409983
<b>Primary CUSIP:</b> 126117100	<b>Primary ISIN:</b> US1261171003	Primary SEDOL: 22048	366	Proxy Level: 3
Total Ballots: 1	Shares Voted: 576 Voting Policy: UUA	Votable Shares: 576	*Shares on Loan: 0	Shares Instructed: 576
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS Rec	Voting Policy Rec	Vote Instruction

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
1.1	Elect Director Michael A. Bless	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent of the second se		nan 30% of i	the board is di	verse.The nominee is employe	pd	
1.2	Elect Director Jose O. Montemayor	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent	endent.Less th	nan 30% of t	the board is di	verse.		
1.3	Elect Director Don M. Randel	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Pationals, The heard is not majority inden	andant Lace th	200/ of	the beard is di	vorco		

Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse.



### **CNA Financial Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.4	Elect Director Andre Rice	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indep	endent.Less ti	han 30% of	the board is di	iverse.		
1.5	Elect Director Dino E. Robusto	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indep	endent.Less ti	han 30% of	the board is di	iverse.		
1.6	Elect Director Kenneth I. Siegel	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indep	endent.Less ti	han 30% of	the board is di	iverse.		
1.7	Elect Director Andrew H. Tisch	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indep full-time and sits on boards at more than 2 public comp		han 30% of	the board is di	iverse.The nominee is employe	ed	
1.8	Elect Director Benjamin J. Tisch	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indep	endent.Less ti	han 30% of	the board is di	iverse.		
1.9	Elect Director James S. Tisch	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indep full-time and sits on boards at more than 2 public comp		han 30% of	the board is di	iverse.The nominee is employe	ed	
1.10	Elect Director Jane J. Wang	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indep	endent.Less ti	han 30% of	the board is di	iverse.		
1.11	Elect Director Marvin Zonis	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indep	endent.Less ti	han 30% of	the board is di	iverse.		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The CEO's annual bonus appearage year-over-year decrease in financial metric performance performance period.	- /	,	-		ne	
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	proposal is warranted.		
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrant non-audit purposes.	ed because les	ss than one ,	percent of the	fees paid to the auditor are fo	pr	
Ballot D							

Institutional Account Detail (IA Name, 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	04/16/2020	Auto-Approved	04/16/2020	576	576
						Total Shares:	576	576



#### **Herbalife Nutrition Ltd.**

Meeting Date: 04/29/2020 Record Date: 03/02/2020	Country: Cayman Islands Meeting Type: Annual	Primary Security I	<b>ID:</b> G4412G101	Meeting ID: 1408549
Primary CUSIP: G4412G101	CUSIP: G4412G101 Primary ISIN: KYG4412G1010		9H3	Proxy Level: N/A
	Shares Voted: 141	Votable Shares: 141	*Shares on Loan: 0	Shares Instructed: 141
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 John Agwunobi	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 James L. Nelson	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	ublic companies.There is gende	er	
1.3	Elect Director Richard H. Carmona	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	ublic companies.There is gende	er	
1.4	Elect Director Jonathan Christodoro	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	
1.5	Elect Director Hunter C. Gary	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	
1.6	Elect Director Nicholas Graziano	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	ublic companies.There is gende	er	
1.7	Elect Director Alan LeFevre	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 Jesse A. Lynn	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	ublic companies.There is gende	er	
1.9	Elect Director Juan Miguel Mendoza	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.		
1.10	Elect Director Michael Montelongo	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 Maria Otero	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.		
1.12	Elect Director Margarita Palau-Hernandez	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti	me and sits o	n hoards at i	nore than 2 ni	uhlic companies There is gende	or	

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

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



#### **Herbalife Nutrition Ltd.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1.13	Elect Director John Tartol		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	/.				
2	Advisory Vote to Ratify Named Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	nrranted as pay	and perfori	mance are reas	onably aligned	at this time.			-	
3	Amend Articles of Association Casting Vote	to Eliminate the	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote independent directors and execution		-	-	-	the board cha	ir will ensure all	/		_	
4	Amend Articles of Association		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote impact shareholder rights.	FOR this proposal is wa	nrranted as the	proposed a	mendment to ti	he articles wou	ıld not adversel)	V		-	
5	Ratify PricewaterhouseCooper	s as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warran	ted because or	nly 13.39 pe	ercent of the fee	es paid to the a	auditor are for				
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	04/16/2020	Auto-Approved	04/16/2020		141	141
								Total Shares		141	141

# **Kimberly-Clark Corporation**

Meeting Date: 04/29/2020 Record Date: 03/02/2020	•		Primary Security ID: Ticker: KMB	494368103	Meeting ID: 1404106
Primary CUSIP: 494368103	<b>Primary ISIN:</b> US4943681035		Primary SEDOL: 2491839	9	Proxy Level: 3
Total Ballots: 1	Shares Voted: 873 Votable Sha Voting Policy: UUA		: 873	*Shares on Loan: 0	Shares Instructed: 873

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 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
1.3	Elect Director Michael D. Hsu	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	
1.4	Elect Director Mae C. Jemison	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 S. Todd Maclin	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 Sherilyn S. McCoy	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	
1.7	Elect Director Christa S. Quarles	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 Ian C. Read	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 Dunia A. Shive	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 Mark T. Smucker	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 Michael D. White	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	
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrants non-audit purposes.	ed because on	ly 15.60 per	rcent of the fee	es paid to the auditor are for		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: After a review of the company's warranted, as pay is reasonably aligned with performant			nd practices, a	vote FOR this proposal is		
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
Ballot I	Voting Policy Rationale: Given the significant hurdle for consent right would provide shareholders with an addition FOR this proposal is warranted.			- ,			

Institutional Account Detail (IA Name, 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	03/23/2020	Auto-Approved	03/30/2020	873	873
						Total Shares:	873	873



### **Kimberly-Clark Corporation**

### **Marathon Petroleum Corporation**

Meeting Date: 04/29/2020	Country: USA		Primary Security ID:	56585A102	<b>Meeting ID:</b> 1408195
<b>Record Date:</b> 03/02/2020	Meeting Type: Annual		Ticker: MPC		
Primary CUSIP: 56585A102	<b>Primary ISIN:</b> US56585A1025		Primary SEDOL: B3K3L40	0	Proxy Level: 3
	Shares Voted: 1,591	Votable Shares	: 1,591	*Shares on Loan: 0	Shares Instructed: 1,591
Total Ballots: 2	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is demonstrates a commitment to shareholders' interes				ity to shareholders and	,				
2a	Elect Director Steven A. Davis	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.					
2b	Elect Director J. Michael Stice	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The nominee is employed and racial diversity on the board. There is at least 2			more than 2 p	ublic companies.There	is gender				
2c	Elect Director John P. Surma	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.					
2d	Elect Director Susan Tomasky	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this item is wan non-audit purposes.	rranted because on	aly 9.58 perc	ent of the fee	s paid to the auditor are	e for				
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is	warranted, as pay	and perfori	mance are rea	sonably aligned at this	time.				
5	Adopt Simple Majority Vote	SH	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.									
6	Report on Integrating Community Impacts Into Executive Compensation Program	SH	Yes	Against	Against	For	For			

Voting Policy Rationale: A vote FOR this proposal is warranted. Incorporating environmental, safety and community stakeholde engagement practices and performance as a broader component of senior executive pay setting decision-making would serve to further incentivize executives to ensure that company performance on environmental and community stakeholder considerations, alongside financial factors, is appropriately aligned with management's interests, the firm's stated commitments to sustainability, and long-term corporate strategy.



**Shares Instructed:** 689

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Marathon Petroleum 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	04/09/2020	Auto-Approved	04/09/2020	1,461	1,461
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/09/2020	Auto-Approved	04/09/2020	130	130
						Total Shares:	1,591	1,591

### **Pilgrim's Pride Corporation**

 Meeting Date: 04/29/2020
 Country: USA
 Primary Security ID: 72147K108
 Meeting ID: 1413317

 Record Date: 03/10/2020
 Meeting Type: Annual
 Ticker: PPC

 Primary CUSIP: 72147K108
 Primary SEDOL: B5L3PZ2
 Proxy Level: 3

\*Shares on Loan: 0

Filliary COSIF: 7214/K100 Filliary 151N: 05/214/K1000 Filliary SEDOL: 05/254/K1000 Filliary SEDOL: 05/254/K1000

Votable Shares: 689

Total Ballots: 1 Voting Policy: UUA

Shares Voted: 689

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
1.1	Elect Director Gilberto Tomazoni	Mgmt	Yes	For	Withhold	Withhold	Withhold				
	Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1.2	Elect Director Denilson Molina	Mgmt	Yes	For	Withhold	Withhold	Withhold				
	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	nender and racial diversity on						
1.3	Elect Director Wallim Cruz De Vasconcellos Junior	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 Vincent Trius	Mgmt	Yes	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 Andre Nogueira de Souza	Mgmt	Yes	For	Withhold	Withhold	Withhold				
	Voting Policy Rationale: The nominee is non-independer the board. There is at least 30 percent diversity.	nt and sits on a	a key comm	ittee.There is g	ender and racial diversity on						
1.6	Elect Director Farha Aslam	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
2.1	Elect Director Michael L. Cooper	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.						
2.2	Elect Director Charles Macaluso	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.



# **Pilgrim's Pride Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2.3	Elect Director Arquimedes A. (	Celis	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	/ <b>.</b>				
3	Advisory Vote to Ratify Named Officers' Compensation	I Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote agreement with the former CEC payments, that are significantly rationale for such payments in a	D, providing for excessive larger than his pay as	e payments of	\$15 million	in aggregate, p	olus \$2 million	in severance	ne			
4	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warran	ted because or	nly 2.81 per	cent of the fees	s paid to the au	uditor are for				
5	Report on Reduction of Water	Pollution	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote pollution beyond regulatory con		varranted as the	e company (	does not disclos	se policies to a	ddress water				
6	Report on Human Rights Due Process	Diligence	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote implemented to address human well Pilgrim s Pride is managing	rights impacts in its op	perations and s			5,	, ,	w			
7	Require a Majority Vote for the Directors	e Election of	SH	Yes	Against	For		For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.											
Ballot 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	04/15/2020	Auto-Approved	04/15/2020		689	689
								Total Shares	:	689	689

### **PROS Holdings, Inc.**

Meeting Date: 04/29/2020	Country: USA	Primary Security ID: 74346Y103	Meeting ID: 1408757
<b>Record Date:</b> 03/05/2020	Meeting Type: Annual	Ticker: PRO	
Primary CUSIP: 74346Y103	Primary ISIN: US74346Y1038	Primary SEDOL: B1YWQK0	Proxy Level: 3



### **PROS Holdings, Inc.**

Total Ballo	ots: 1	Shares Voted: 2,564 Voting Policy: UUA		Votable Si	hares: 2,564		*Shares on Lo	oan: 0	5	hares Instructed: 2	,564
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1.1	Elect Director Greg B. Peterse	en	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The no and racial diversity on the boa	, ,			more than 2 pu	ıblic companie	s.There is gend	ler			
1.2	Elect Director Timothy V. Will	iams	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>				
1.3	Elect Director Mariette M. Wo	estemeyer	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	/.				
1.4	Elect Director Carlos Domingo	ıez	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	/.				
2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote shareholders and made chang Annual incentives are based or vests based on a recurring-rev performance period, although concludes.	es to the pay program in n objective metrics and i nenue goal. Investors wo	n response to th include challeng ould benefit from	heir feedbac ging goal tar m disclosure	k following last gets, while hali regarding the	year's low say f of the CEO's shortening of t	r-on-pay result. long-term equit the LTI				
3	Ratify PricewaterhouseCoope Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warran	nted because or	nly 3.61 perc	cent of the fees	paid to the a	uditor are for				
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	04/13/2020	Auto-Approved	04/13/2020		2,564	2,564
								Total Share	====== s:	2,564	2,564

### **Regency Centers Corporation**

Meeting Date: 04/29/2020	Country: USA	Primary Security ID: 758849103	Meeting ID: 1407551
<b>Record Date:</b> 03/09/2020	Meeting Type: Annual	Ticker: REG	
<b>Primary CUSIP:</b> 758849103	<b>Primary ISIN:</b> US7588491032	Primary SEDOL: 2726177	Proxy Level: 3



# **Regency Centers Corporation**

	Shares Voted: 15	Votable Shares: 15	*Shares on Loan: 0	Shares Instructed: 15
Total Ballots: 1	Voting Policy: UNA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct		
1a	Elect Director Martin E. Stein, Jr.	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The board does not include at a	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 a	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 a 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 a	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 a	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 a	least one mino	rity director.	Less than 30%	of the board is diverse.				
1g	Elect Director Karin M. Klein	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.								
1h	Elect Director Peter D. Linneman	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The board does not include at a nominee is employed full-time and sits on boards at mo-		•		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 a	least one mino	rity 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 a	least one mino	rity director.	Less than 30%	of the board is diverse.				
1k	Elect Director Thomas G. Wattles	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The board does not include at a	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		
	Voting Policy Rationale: A vote FOR this proposal is wat this time.	rranted as CEC	pay and co	mpany perforn	nance are reasonably aligned a	at			
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		



### **Regency Centers 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	03/25/2020	Auto-Approved	03/30/2020	15	15
						Total Shares:	15	15

### **Trex Company, Inc.**

Meeting Date: 04/29/2020 Record Date: 03/02/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: TREX	urity ID: 89531P105	Meeting ID: 1408597
Primary CUSIP: 89531P105	<b>Primary ISIN:</b> US89531P1057	Primary SEDO	<b>L:</b> 2483074	Proxy Level: 3
	Shares Voted: 1,799	Votable Shares: 1,799	*Shares on Loan: 0	Shares Instructed: 1,799
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 Jay M. Gratz	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.		
1.2	Elect Director Kristine L. Juster	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.		
1.3	Elect Director Ronald W. 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.		
1.4	Elect Director Gerald Volas	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
	Voting Policy Rationale: Although some concerns are reasonably aligned at this time.	e noted, a vote FC	OR this prope	osal is warrante	ed as pay and performance a	re	
3	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is concerns about the company's past use of shares.	warranted given t	hat the requ	iest is reasonai	ble and there are no substant	ial	
4	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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/03/2020	Auto-Approved	04/03/2020	1,799	1.799



### **Trex Company, Inc.**

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Total Shares:	1,799	1,799

# **Vistra Energy Corp.**

Meeting Date: 04/29/2020	Country: USA	Primary Secur	rity ID: 92840M102	<b>Meeting ID:</b> 1414128
<b>Record Date:</b> 03/16/2020	Meeting Type: Annual	Ticker: VST		
Primary CUSIP: 92840M102	<b>Primary ISIN:</b> US92840M1027	Primary SEDOL:	BZ8VJQ8	Proxy Level: 3
	Shares Voted: 3,555	Votable Shares: 3,555	*Shares on Loan: 0	Shares Instructed: 3,555
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct		
1	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal is wademonstrates a commitment to shareholders' interests				ity to shareholders and				
	If Proposal 1 is Approved, Elect the Following 10 Directors:	Mgmt	No						
2.1	Elect Director Hilary E. Ackermann	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 p	ercent diversity.				
2.2	Elect Director Arcilia C. Acosta	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 p	ercent diversity.				
2.3	Elect Director Gavin R. Baiera	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 p	ercent diversity.				
2.4	Elect Director Paul M. Barbas	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
2.5	Elect Director Lisa Crutchfield	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	ender			
2.6	Elect Director Brian K. Ferraioli	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	ender			
2.7	Elect Director Scott B. Helm	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 p	ercent diversity.				
2.8	Elect Director Jeff D. Hunter	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 p	ercent diversity.				
2.9	Elect Director Curtis A. Morgan	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 p	ercent diversity.				



# **Vistra Energy Corp.**

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
Elect Director John R. (JR) Sult	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: There is gender and ra	acial diversity on the boa	ard. There is	s at least 30 pe	ercent diversity.	:				
If Proposal 1 is Not Approved, Elect the Following Four Directors:	Mgmt	No							
Elect Director Gavin R. Baiera	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: There is gender and re	acial diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.					
Elect Director Scott B. Helm	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: There is gender and ra	acial diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.	:				
Elect Director Curtis A. Morgan	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: There is gender and ra	acial diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.					
Elect Director John R. (JR) Sult	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: There is gender and ra	acial diversity on the boo	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 propo	sal is warranted as pay	and perforn	nance are reas	onably aligned	at this time.				
Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: A vote FOR this item in non-audit purposes.	is warranted because les	s than one ,	percent of the	fees paid to the	e auditor are fo	-			
etails									
nal Account Detail Custodian IA Number) Account Num	nber Ballot Stati	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
	Elect Director John R. (JR) Sult  Voting Policy Rationale: There is gender and refollowing Four Directors:  Elect Director Gavin R. Baiera  Voting Policy Rationale: There is gender and refollowing Policy Rationale: A vote FOR this propose Ratify Deloitte & Touche LLP as Auditors  Voting Policy Rationale: A vote FOR this item is non-audit purposes.  Voting Policy Rationale: A vote FOR this item is non-audit purposes.	Elect Director John R. (JR) Sult  Woting Policy Rationale: There is gender and racial diversity on the boat of Proposal 1 is Not Approved, Elect the Following Four Directors:  Elect Director Gavin R. Baiera  Woting Policy Rationale: There is gender and racial diversity on the boat Elect Director Scott B. Helm  Woting Policy Rationale: There is gender and racial diversity on the boat Elect Director Curtis A. Morgan  Mgmt  Woting Policy Rationale: There is gender and racial diversity on the boat Elect Director Curtis A. Morgan  Mgmt  Woting Policy Rationale: There is gender and racial diversity on the boat Elect Director John R. (JR) Sult  Mgmt  Woting Policy Rationale: There is gender and racial diversity on the boat Advisory Vote to Ratify Named Executive  Mgmt  Woting Policy Rationale: A vote FOR this proposal is warranted as pay of Ratify Deloitte & Touche LLP as Auditors  Mgmt  Woting Policy Rationale: A vote FOR this item is warranted because less non-audit purposes.  Patalls  Latal Account Detail  Custodian	Elect Director John R. (JR) Sult Mgmt Yes  Voting Policy Rationale: There is gender and racial diversity on the board. There is  If Proposal 1 is Not Approved, Elect the Mgmt No Following Four Directors:  Elect Director Gavin R. Baiera Mgmt Yes  Voting Policy Rationale: There is gender and racial diversity on the board. There is  Elect Director Scott B. Helm Mgmt Yes  Voting Policy Rationale: There is gender and racial diversity on the board. There is  Elect Director Curtis A. Morgan Mgmt Yes  Voting Policy Rationale: There is gender and racial diversity on the board. There is  Elect Director John R. (JR) Sult 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 Deloitte & Touche LLP as Auditors Mgmt Yes  Voting Policy Rationale: A vote FOR this item is warranted because less than one incon-audit purposes.  Voting Policy Rationale: A vote FOR this item is warranted because less than one incon-audit purposes.	Elect Director John R. (JR) Sult Mgmt Yes For  Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per If Proposal 1 is Not Approved, Elect the Mgmt No Following Four Directors: Elect Director Gavin R. Baiera Mgmt Yes For  Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Elect Director Scott B. Helm Mgmt Yes For  Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Elect Director Curtis A. Morgan Mgmt Yes For  Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Elect Director Curtis A. Morgan Mgmt Yes For  Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 per Elect Director John R. (JR) Sult 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 reas  Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For  Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the non-audit purposes.  Italis  Instructor	Elect Director John R. (JR) Sult Mgmt Yes For For  Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity  If Proposal 1 is Not Approved, Elect the Mgmt No Following Four Directors:  Elect Director Gavin R. Baiera 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 Scott B. Helm 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 Curtis A. Morgan 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 R. (JR) Sult 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 R. (JR) Sult 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  Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For  Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the non-audit purposes.  **Ratigus**  **Ratigus**  **Ratigus**  **Custodian**  **Lational**  **La	Elect Director John R. (JR) Sult  Mgmt  Yes  For  For  Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  If Proposal 1 is Not Approved, Elect the Following Four Directors:  Elect Director Gavin R. Baiera  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 Scott B. Helm  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 Curtis A. Morgan  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 R. (JR) Sult  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 R. (JR) Sult  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  For  Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.  Ratify Deloitte & Touche LLP as Auditors  Mgmt  Yes  For  For  For  Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.  Italias  Instructor  Date  Approver	Elect Director John R. (JR) Sult Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  If Proposal 1 is Not Approved, Elect the Mgmt No Following Four Directors:  Elect Director Gavin R. Baiera Mgmt Yes For For For For Woting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  Elect Director Scott B. Helm Mgmt Yes For For For For For Woting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  Elect Director Curtis A. Morgan Mgmt Yes For For For For For Woting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  Elect Director Curtis A. Morgan Mgmt Yes For For For For For Woting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  Elect Director John R. (JR) Sult Mgmt Yes For For For For For Woting 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 For Officers' Compensation  Woting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.  Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For For Por Por Pornan-audit purposes.  Instructor Date Approver Date	Elect Director John R. (JR) Sult 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.  If Proposal 1 is Not Approved, Elect the Following Four Directors:  Elect Director Gavin R. Baiera 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 Scott B. Helm 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 Curtis A. Morgan 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 John R. (JR) Sult Mgmt Yes For For For For For For Overland Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  Elect Director John R. (JR) Sult Mgmt Yes For For For For For For Overland 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 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 Deloitte & Touche LLP as Auditors Mgmt Yes For	Elect Director John R. (JR.) Sult 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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/09/2020	Auto-Approved	04/09/2020	3,555	3,555
						Total Shares:	3,555	3,555

### **Biohaven Pharmaceutical Holding Company Ltd.**

1a

Elect Director Declan Doogan

Meeting Date: 04/30/2020 Record Date: 03/17/2020	Country: Virgin Isl (UK) Meeting Type: Annual	Primary Security ID: G1: Ticker: BHVN	196105 <b>Meet</b>	ing ID: 1410146
Primary CUSIP: G11196105	Primary ISIN: VGG111961055	Primary SEDOL: BZ8FXC4	Proxy	Level: N/A
Total Ballots: 1	Shares Voted: 1,344 Voting Policy: UUA	Votable Shares: 1,344 *S	ares on Loan: 0 Share:	s Instructed: 1,344
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS Rec	Voting Vote Policy Rec Instruction	

Yes

Mgmt

Against

Against

Against

For

Proposal



Voting

Vote

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **Biohaven Pharmaceutical Holding Company Ltd.**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instructio	on	
	Voting Policy Rationale: A vote subject to a sunset requirement the classified board, each of we director.Less than 30% of the	nt, the supermajority vol hich adversely impacts s	te requirement shareholder righ	to enact cer hts. The boa	rtain changes to ard does not inc	the governing lude at least o	g documents an	d			
1b	Elect Director Vlad Coric		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote subject to a sunset requirement the classified board, each of w. director.Less than 30% of the	nt, the supermajority vol hich adversely impacts s	te requirement	to enact cer	rtain changes to	the governing	g documents an	d			
2	Ratify Ernst & Young LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 11.87 pe	ercent of the fee	es paid to the a	auditor are for				
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoureasonably aligned at this time		noted, a vote FC	OR this prop	oosal is warrante	ed as pay and	performance ar	e			
Ballot D	<b>Details</b>										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	,	Votable Shares	Shares Voted
		6728029085	Confirmed		Auto-Instructed	04/08/2020	Auto-Approved	04/08/2020		1,344	
WCM Inve	estment Management, 6728029085	0720023003			Addo Instructed	0.1,00,2020		0 1/ 00/ 2020		1,511	1,344

Votable

### **Capital One Financial Corporation**

Meeting Date: 04/30/2020 Record Date: 03/03/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: COF	14040H105	<b>Meeting ID:</b> 1409622
Primary CUSIP: 14040H105	Primary ISIN: US14040H1059		Primary SEDOL: 265446	1	Proxy Level: 3
Total Ballots: 1	Shares Voted: 569 Voting Policy: UUA	Votable Shares	: 569	*Shares on Loan: 0	Shares Instructed: 569

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Richard D. Fairbank	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 Aparna Chennapragada	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 Ann Fritz Hackett	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.		

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



# **Capital One Financial Corporation**

	•						
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1d	Elect Director Peter Thomas Killalea	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	ublic companies.There is gende	er	
1e	Elect Director Cornelis "Eli" Leenaars	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 Pierre E. Leroy	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 Francois Locoh-Donou	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 Peter E. Raskind	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 Eileen Serra	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 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	ercent diversity.		
1k	Elect Director Bradford H. Warner	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 Catherine G. West	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: A vote FOR this item is warrante purposes.	ed because no	one of the fe	es paid to the	auditor are for non-audit		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is on board discretion in determining total NEO pay as wel the CEO's performance share award for the 2019 perfor pay tables due to a change in equity grant timing. In ad specifically, total pay determinations will no longer be be transparency in pay decisions and provides for less year	ll as the relativ mance year w Idition, the col ased on pre-e	ve magnitude vas large, alti mpany disclo stablished ta	e of CEO perfo hough the awa nsed a negative	rmance year pay. The size of ords are not reflected in proxy e change going forward;		
4	Provide Right to Act by Written Consent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wan shareholder rights by providing an additional means of a		•	•	•		
5	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wan board.	ranted given t	he importan	ce of having an	n independent chairman of the	,	



# **Capital One Financial Corporation**

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/10/2020	Auto-Approved	04/10/2020	569	569
						Total Shares:	569	569

### **Corning Incorporated**

Meeting Date: 04/30/2020 Record Date: 03/02/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: GLW	urity ID: 219350105	Meeting ID: 1409899
<b>Primary CUSIP:</b> 219350105	Primary ISIN: US2193501051	Primary SEDC	<b>)L:</b> 2224701	Proxy Level: 3
	Shares Voted: 419	Votable Shares: 419	*Shares on Loan: 0	Shares Instructed: 419
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 Donald W. Blair	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.		
1b	Elect Director Leslie A. Brun	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 gend	er	
1c	Elect Director Stephanie A. Burns	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 Richard T. 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.		
1e	Elect Director Robert F. Cummings, 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 Deborah A. Henretta	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 gend	er	
1g	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.		
1h	Elect Director Kurt M. Landgraf	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.		
<b>1</b> i	Elect Director Kevin J. Martin	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.		



### **Corning Incorporated**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1j	Elect Director Deborah D. Riema	an	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	/.			-	
1k	Elect Director Hansel E. Tookes,	, II	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	/.			-	
11	Elect Director Wendell P. Weeks	5	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nom and racial diversity on the board.				more than 2 pu	ıblic companie	es.There is gend	er		-	
1m	Elect Director Mark S. Wrighton		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nom and racial diversity on the board.				more than 2 pu	ıblic companie	es.There is gend	er		-	
2	Advisory Vote to Ratify Named I Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote For reasonably aligned at this time.	OR this proposal is wa	rranted. Althou	igh some co	oncerns are note	ed, pay and pe	erformance are			_	
3	Ratify PricewaterhouseCoopers Auditors	LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote For non-audit purposes.	OR this item is warran	ted because les	ss than one	percent of the	fees paid to th	he auditor are fo	or		-	
Ballot D	<b>Details</b>										
	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	04/03/2020	Auto-Approved	04/03/2020		419	419
								Total Shares	. —	419	419

### **Halozyme Therapeutics, Inc.**

Meeting Date: 04/30/2020 Record Date: 03/02/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: HALO	rity ID: 40637H109	Meeting ID: 1410123
Primary CUSIP: 40637H109	Primary ISIN: US40637H1095	Primary SEDOL	: 2975098	Proxy Level: 3
Total Ballots: 1	Shares Voted: 4,247 Voting Policy: UUA	Votable Shares: 4,247	*Shares on Loan: 0	Shares Instructed: 4,247
Proposal		Votable	Voting	Vote

Number Proposal Text Proposal Text Proposal Mgmt Rec ISS Rec Policy Rec Instruction

1.1 Elect Director Bernadette Connaughton Mgmt Yes For For For For

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



### **Halozyme Therapeutics, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.2	Elect Director Kenneth J. Kell	еу	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 pe	ercent diversity	y.				
1.3	Elect Director Matthew L. Pos	ard	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	у.				
2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoureasonably 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: A vote non-audit purposes.	FOR this item is warra	nted because or	nly 6.42 per	cent of the fees	s paid to the a	uditor are for				
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	03/31/2020	Auto-Approved	03/31/2020		4,247	4,247
								Total Shares	s: ====	4,247	4,247

### **Inspire Medical Systems, Inc.**

Meeting Date: 04/30/2020 Record Date: 03/06/2020	Country: USA Meeting Type: Annual	Primary Security Ticker: INSP	<b>ID:</b> 457730109	Meeting ID: 1408152			
<b>Primary CUSIP:</b> 457730109	<b>Primary ISIN:</b> US4577301090	Primary SEDOL: BE	T5KT5	Proxy Level: 3			
Total Ballots: 1	Shares Voted: 1,953 Voting Policy: UUA	Votable Shares	<b>::</b> 1,953	*Shares on Lo	<b>an:</b> 0	Shares Instructed: 1,953	
Proposal Number Proposal Text	Proponent	Votable Proposal Mg	gmt Rec ISS Rec		Voting Policy Rec	Vote Instruction	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
1.1	Elect Director Gary L. Ellis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1.2	Elect Director Mudit K. Jain	Mgmt	Yes	For	Withhold	Withhold	Withhold

Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Mudit Jain and Dana Mead Jr. given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.



# **Inspire Medical Systems, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1.3	Elect Director Dana G. Mead,	Jr.	Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: WITHH failure to remove, or subject to governing documents and the diversity on the board. There is	a sunset requirement, classified board, each o	the supermajor of which adverse	rity vote req	uirement to end	act certain cha	nges to the				
2	Ratify Ernst & Young LLP as A	auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrai	nted because or	nly 12.47 pe	ercent of the fee	es paid to the a	auditor are for				
3	Advisory Vote to Ratify Named Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.	•	noted, support f	for this prop	oosal is warrante	ed as pay and	performance ar	re			
4	Advisory Vote on Say on Pay	Frequency	Mgmt	Yes	One Year	One Year		One Year	One Yea		
	Voting Policy Rationale: A vote	for the adoption of an	ANNUAL say-on	-pay freque	ency is warrante	ed.					
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
WCM Inve	stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	04/01/2020	Auto-Approved	04/01/2020		1,953	1,953
								Total Shares	:	1,953	1,953

### **JBG SMITH Properties**

Meeting Date: 04/30/2020 Record Date: 03/02/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: JBGS	46590V100	Meeting ID: 1407745
<b>Primary CUSIP:</b> 46590V100	Primary ISIN: US46590V1008		Primary SEDOL: BD3BX0	1	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 Instruct
1a	Elect Director Scott A. Estes	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 Alan S. Forman	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 Michael J. Glosserman	Mgmt	Yes	For	For	Against	Against
			.,		6.1. 1. 1. 1.		

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



### **JBG SMITH Properties**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1d	Elect Director Charles E. Haldema	an, Jr.	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at i	least one mino	rity director.	Less than 30%	of the board	is diverse.				
1e	Elect Director W. Matthew Kelly		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at i	least one mino	rity director.	Less than 30%	of the board	is diverse.				
1f	Elect Director Alisa M. Mall		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at i	least one mino	rity director.	Less than 30%	of the board	is diverse.				
1g	Elect Director Carol A. Melton		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at i	least one mino	rity director.	Less than 30%	of the board	is diverse.				
1h	Elect Director William J. Mulrow		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 Steven Roth		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: The board nominee is employed full-time and			•		of the board	is diverse.The				
1j	Elect Director Ellen Shuman		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at i	least one mino	rity director.	Less than 30%	of the board	is diverse.				
1k	Elect Director Robert A. Stewart		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at i	least one mino	rity director.	Less than 30%	of the board	is diverse.				
2	Advisory Vote to Ratify Named Ex Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO	PR this proposal is wai	rranted, as pay	and perfori	mance appear i	easonably alig	ned at this time	),			
3	Ratify Deloitte & Touche LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO non-audit purposes.	PR this item is warrant	ted because on	nly 21.92 per	rcent of the fee	s paid to the a	ouditor are 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	04/06/2020	Auto-Approved	04/06/2020		100	100
					_			Total Shares:		100	100

### NRG Energy, Inc.

 Meeting Date: 04/30/2020
 Country: USA
 Primary Security ID: 629377508
 Meeting ID: 1408352

 Record Date: 03/02/2020
 Meeting Type: Annual
 Ticker: NRG

 Primary CUSIP: 629377508
 Primary ISIN: US6293775085
 Primary SEDOL: 2212922
 Proxy Level: 3



# NRG Energy, Inc.

Shares Voted: 793 Votable Shares: 793 \*Shares on Loan: 0 Shares Instructed: 793

roposal Iumber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director E. Spencer Abraham	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed and racial diversity on the board. There is at least a			more than 2 pt	ublic companies.There is	gender	
1b	Elect Director Antonio Carrillo	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 Matthew Carter, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumb aggregate fees paid to the company's external aud percent diversity.						
1d	Elect Director Lawrence S. Coben	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 Heather Cox	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 Mauricio Gutierrez	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.		
1g	Elect Director Paul W. Hobby	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.		
1h	Elect Director Alexandra Pruner	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	ıblic companies.There is	s gender	
1i	Elect Director Anne C. Schaumburg	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumb aggregate fees paid to the company's external aud percent diversity.						
1j	Elect Director Thomas H. Weidemeyer	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.		
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 perform	mance are reas	sonably aligned at this ti	ime.	
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	Against	Against

Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.38 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.



# NRG Energy, Inc.

Rai	la+	Detai	ı

Institutional Account Detail (IA Name, 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	03/31/2020	Auto-Approved	03/31/2020	793	793
						Total Shares:	793	793

### **Planet Fitness, Inc.**

Meeting Date: 04/30/2020 Record Date: 03/03/2020	Country: USA Meeting Type: Annual	Primary Seco Ticker: PLNT	<b>urity ID:</b> 72703H101	Meeting ID: 1410164
Primary CUSIP: 72703H101	Primary ISIN: US72703H1014	Primary SEDO	L: BYSFJV8	Proxy Level: 3
	Shares Voted: 2,723	Votable Shares: 2,723	*Shares on Loan: 0	Shares Instructed: 2,723
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 Stephen Spinelli, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold			
	remove, or subject to a sunset requirement, the superm	ionale: WITHHOLD votes are warranted for director nominee Stephen Spinelli Jr. given the board's failure to ct to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing he classified board, each of which adversely impact shareholder rights. There is gender and racial diversity on is at least 30 percent diversity.								
1.2	Elect Director Enshalla Anderson	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.					
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 6.96 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 warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.									

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/09/2020	Auto-Approved	04/09/2020	2,723	2,723
						Total Shares:	2,723	2,723



# The Goldman Sachs Group, Inc.

Meeting Date: 04/30/2020Country: USAPrimary Security ID: 38141G104Meeting ID: 1410163Record Date: 03/02/2020Meeting Type: AnnualTicker: GS

 Primary CUSIP: 38141G104
 Primary ISIN: US38141G1040
 Primary SEDOL: 2407966
 Proxy Level: 3

Shares Voted: 1,043 Votable Shares: 1,043 \*Shares on Loan: 0 Shares Instructed: 1,043

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 M. Michele Burns	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 Drew G. Faust	Mgmt	Yes	For	For	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	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 Ellen J. Kullman	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				
1e	Elect Director Lakshmi N. Mittal	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 Adebayo O. Ogunlesi	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				
1g	Elect Director Peter Oppenheimer	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 David M. Solomon	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 Jan E. Tighe	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 David A. Viniar	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 Mark O. Winkelman	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.					



# The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The company s executive pay of committee discretion and, for the year in review, the app bonus for a period when several key financial metrics we financial performance as reflective of a repositioning for increased incentive payouts reserved until returns on suc Assessment Framework provides additional clarity into the discretionary pay determinations and the lack of clear pre-set payout opportunities or reasonable limitations on rely on directional changes in award magnitude compare transparent evaluation of performance against pre-set ta of the bonus program, and in 2019 the directional changaligned. Lastly, certain NEOs received majority non-performance against this proposal is warranted.	olication of the olicat	at discretion -over-yearove	resulted in a si The board expl though investo tely realized. Th does not addr provide assuran assessing pay- n company per edes sharehold company perfect	ignificantly increased CEO ained that it viewed 2019 irs may have preferred to see the new Performance tess the main concerns around tices to investors, such as the performance linkage can only formance, rather than a tiers' ability to assess the rigor to assess the rigor		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	d because on	ly 2.49 perce	ent of the fees	paid to the auditor are for		
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warra shareholder rights.	anted given ti	nat the abilit	y to act by writ	ten consent would enhance		
5	Review of Statement on the Purpose of a Corporation	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn policies, long term plans, goals, metrics, executive and linvestors to better understand the governance implication Statement on the Purpose of a Corporation.	Board compen	sation, and	stakeholder rej	presentation will enable	)	
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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/09/2020	Auto-Approved	04/09/2020	1,018	1,018
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/09/2020	Auto-Approved	04/09/2020	25	25
						Total Shares:	1,043	1,043

### **TreeHouse Foods, Inc.**

Primary CUSIP: 89469A104	<b>Primary ISIN:</b> US89469A1043	Primary SEDOL: B095X84	Proxy Level: 3
<b>Record Date:</b> 03/02/2020	Meeting Type: Annual	Ticker: THS	-
Meeting Date: 04/30/2020	Country: USA	Primary Security ID: 89469A104	Meeting ID: 1403468



### **TreeHouse Foods, Inc.**

Fotal Balle	ots: 1	Shares Voted: 492 Voting Policy: UUA		Votable Si	hares: 492		*Shares on Lo	<b>oan:</b> 0	s	hares Instructed: 4	192
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
1.1	Elect Director Mark R. Hunte	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	rcent diversity	/.				
1.2	Elect Director Ann M. Sardin		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	rcent diversity	/.				
1.3	Elect Director Jean E. Spence	e	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	rcent diversity	/.				
2	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Annua outcomes aligned to sharehold	•			tive performano	re metrics, and	d realizable pay				
3	Ratify Deloitte & Touche LLP	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	e FOR this item is warran	nted because or	nly 2.98 perc	cent of the fees	paid to the au	uditor are for				
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	04/20/2020	Auto-Approved	04/20/2020		492	492
								Total Shares:		492	492

# **Valero Energy Corporation**

Meeting Date: 04/30/2020 Record Date: 03/04/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: VLO	91913Y100	<b>Meeting ID:</b> 1409417
<b>Primary CUSIP:</b> 91913Y100	Primary ISIN: US91913Y1001		Primary SEDOL: 204136	4	Proxy Level: 3
Total Ballots: 2	Shares Voted: 1,088 Voting Policy: UUA	Votable Shares	: 1,088	*Shares on Loan: 0	Shares Instructed: 1,088

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1A	Elect Director H. Paulett Eberhart	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 Joseph W. Gorder	Mgmt	Yes	For	For	For	For
	Voting Policy Pationale: There is gender and racial diver	city on the ho	ard There is	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.

Rhumbline Custom S&P Index, 6728029082

Socially Responsible Investing, 6728029075



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Valero Energy Corporation**

roposal umber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1C	Elect Director Kimberly S. Green	е	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 p	ercent diversity	:				
1D	Elect Director Deborah P. Majora	as	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 p	ercent diversity	:				
1E	Elect Director Eric D. Mullins		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 p	ercent diversity	:			-	
1F	Elect Director Donald L. Nickles		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 p	ercent diversity	:			-	
1G	Elect Director Philip J. Pfeiffer		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 p	ercent diversity	:			-	
1H	Elect Director Robert A. Profusel	k	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nome and racial diversity on the board.				more than 2 p	ublic companie.	s.There is gend	er		-	
1I	Elect Director Stephen M. Water	S	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 p	ercent diversity	<i>'</i> .			-	
1J	Elect Director Randall J. Weisenl	burger	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 p	ercent diversity	:			-	
1K	Elect Director Rayford Wilkins, J	r.	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 p	ercent diversity	:			-	
2	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	ted because on	nly 2.15 perc	ent of the fee	s paid to the au	iditor are for			-	
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	rranted, as pay	and perfori	mance are rea	sonably aligned	at this time.			-	
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on	the Equity Plan Score	card evaluation	n (EPSC), a	vote FOR this	proposal is war	ranted.				
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 \

Confirmed

Confirmed

6728029082

6728029075

Auto-Instructed

Auto-Instructed

04/01/2020

04/01/2020

Auto-Approved

Auto-Approved

04/01/2020

04/01/2020

Total Shares:

988

100

1,088

988

100

1,088



### **Valero Energy Corporation**

#### **Welltower Inc.**

Primary Security ID: 95040Q104 **Meeting ID:** 1409885 Meeting Date: 04/30/2020 Country: USA **Record Date:** 03/03/2020 Meeting Type: Annual Ticker: WELL Primary CUSIP: 95040Q104 Primary ISIN: US95040Q1040 Primary SEDOL: BYVYHH4 Proxy Level: 3 Shares Voted: 1,160 Votable Shares: 1,160 \*Shares on Loan: 0 Shares Instructed: 1,160 Total Ballots: 1 Voting Policy: UUA Proposal Votable Voting Vote

Number	Proposal Text	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Instruction
1a	Elect Director Kenneth J. Bacon	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 µ			more than 2 p	ublic companies.There is gena	ler	
1b	Elect Director Thomas J. DeRosa	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	pard. There is	s at least 30 p	ercent diversity.		
1c	Elect Director Karen B. DeSalvo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	pard. There is	s at least 30 p	ercent diversity.		
1d	Elect Director Jeffrey H. Donahue	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	pard. There is	s at least 30 p	ercent diversity.		
1e	Elect Director Sharon M. Oster	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 Sergio D. Rivera	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	pard. There is	s at least 30 p	ercent diversity.		
1g	Elect Director Johnese M. Spisso	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 Kathryn M. Sullivan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	pard. 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: A vote FOR this item is warran non-audit purposes.	nted because or	nly 13.16 pe	rcent of the fe	es 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 wa	arranted as pay	and perform	nance are reas	conably aligned for the year in		

review.

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/06/2020	Auto-Approved	04/06/2020	1,160	1,160



### **Welltower Inc.**

Total Shares:	1,160	1,160
	,	,

# **BWX Technologies, Inc.**

-	<b>Date:</b> 05/01/2020 <b>Date:</b> 03/10/2020	Country: USA Meeting Type: Ann	nual		Primary Ticker:	Security ID:	: 05605H100			Meeting ID: 140875	51
Primary C	<b>USIP:</b> 05605H100	Primary ISIN: US056	05H1005		Primary	SEDOL: BZ0W62	24			Proxy Level: 3	
Total Balle	ots: 1	Shares Voted: 2,484 Voting Policy: UUA		Votable Si	hares: 2,484		*Shares on Lo	<b>an:</b> 0		Shares Instructed: 2,4	184
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruc	tion	
1a	Elect Director Rex D. Geveden		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There is	is at least 30 pe	ercent diversity	<i>'</i> .			_	
1b	Elect Director Leland D. Melvin		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There is	is at least 30 pe	ercent diversity	<i>'</i> .			_	
1c	Elect Director Robert L. Nardell	i	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 pe	ercent diversity	<i>'</i> .			_	
1d	Elect Director Barbara A. Nilano	d	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 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 identificant		rranted as pay	and perform	mance are reas	onably aligned	and no			_	
3	Ratify Deloitte & Touche LLP as	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F non-audit purposes.	FOR this item is warran	ted because or	nly 4.02 perc	cent of the fees	paid to the au	uditor are for			_	
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	n the Equity Plan Score	ecard evaluatio	n (EPSC), a	vote FOR this p	proposal is war	rranted.			_	
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	04/06/2020	Auto-Approved	04/06/2020		2,484	2,484

Total Shares:

2,484

2,484



# **Choice Hotels International, Inc.**

 Meeting Date: 05/01/2020
 Country: USA
 Primary Security ID: 169905106
 Meeting ID: 1417356

Record Date: 03/05/2020 Meeting Type: Annual Ticker: CHH

 Primary CUSIP: 169905106
 Primary ISIN: US1699051066
 Primary SEDOL: 2106780
 Proxy Level: 3

Shares Voted: 222 Votable Shares: 222 \*Shares on Loan: 0 Shares Instructed: 222

Total Ballots: 1 Voting Policy: UUA

non-audit purposes.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara T. Alexander	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.		
1.2	Elect Director Brian B. Bainum	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.		
1.3	Elect Director Stewart W. Bainum, 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 pe	ercent diversity.		
1.4	Elect Director William L. Jews	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.		
1.5	Elect Director Monte J.M. Koch	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.		
1.6	Elect Director Liza K. Landsman	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.		
1.7	Elect Director Patrick S. Pacious	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 Ervin R. Shames	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.		
1.9	Elect Director Maureen D. Sullivan	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.		
1.10	Elect Director John P. Tague	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.		
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 no significant concerns were identified.	varranted as pay	and perform	nance are reas	onably aligned at this	time and	
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For



# **Choice Hotels International, Inc.**

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	04/14/2020	Auto-Approved	04/14/2020	222	222
						Total Shares:	222	222

### **Fate Therapeutics, Inc.**

Meeting Date: 05/01/2020 Record Date: 03/06/2020	Country: USA Meeting Type: Annual	Primary Seco Ticker: FATE	urity ID: 31189P102	<b>Meeting ID:</b> 1408745
Primary CUSIP: 31189P102	<b>Primary ISIN:</b> US31189P1021	Primary SEDO	<b>L:</b> BCZS820	Proxy Level: 3
	Shares Voted: 2,565	Votable Shares: 2,565	*Shares on Loan: 0	Shares Instructed: 2,565
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 Robert S. Epstein	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 pt	ublic companies.There is	s gender	
1.2	Elect Director John D. Mendlein	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-indep the board. There is at least 30 percent diversity.	pendent and sits on a	a key comm	ittee.There is g	gender and racial divers	ity on	
1.3	Elect Director Karin Jooss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	I diversity 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: A vote FOR this item is we non-audit purposes.	arranted because on	aly 8.70 perc	cent of the fees	s paid to the auditor are	e for	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

performance-based at clinical-stage biopharmaceutical companies as they are less susceptible to outside market influences than in other industries.

#### **Ballot Details**

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	04/16/2020	Auto-Approved	04/16/2020	2,565	2,565
						Total Shares:	2,565	2,565



Shares Instructed: 70

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **HCA Healthcare, Inc.**

Meeting Date: 05/01/2020	Country: USA	Primary Security ID: 40412C101	Meeting ID: 1410124
<b>Record Date:</b> 03/09/2020	Meeting Type: Annual	Ticker: HCA	

\*Shares on Loan: 0

Primary CUSIP: 40412C101 Primary ISIN: US40412C1018 Primary SEDOL: B4MGBG6 Proxy Level: 3

Votable Shares: 70

Total Ballots: 1 Voting Policy: UUA

Shares Voted: 70

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Thomas F. Frist, 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.		
1b	Elect Director Samuel N. Hazen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1c	Elect Director Meg G. Crofton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1d	Elect Director Robert J. Dennis	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 pt	ublic companies.There is geno	ler	
1e	Elect Director Nancy-Ann DeParle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1f	Elect Director William R. Frist	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1g	Elect Director Charles O. Holliday, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1h	Elect Director Michael W. Michelson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1i	Elect Director Wayne J. Riley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	rsity on the bo	ard. There is	at least 30 pe	ercent diversity.		
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrant non-audit purposes.	ed because on	ly 18.79 per	cent of the fee	es paid to the auditor are for		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: After a review of the company's warranted, as pay is reasonably aligned with performant			nd practices, a	vote FOR this proposal is		
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For



# **HCA Healthcare, Inc.**

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
5	Provide Right to Call Special N	Meeting	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althou special meeting, it is not expec				•						
	company. Moreover, adoption have the means to call a special		-			-	,				
6	Provide Right to Act by Writte	en Consent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.										
Ballot [	Details										
	onal Account Detail ne, 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	04/14/2020	Auto-Approved	04/14/2020		70	70
								Total Shares	:	70	70

Primary Security ID: 447011107

Ticker: HUN

Voting

Vote

Meeting ID: 1401792

Votable

### **Huntsman Corporation**

Country: USA

Meeting Type: Annual

Meeting Date: 05/01/2020

Record Date: 03/05/2020

rimary C	USIP: 447011107	Primary ISIN: US4470	)111075		Primary	<b>SEDOL:</b> B0650B9		Proxy Level: 3
		Shares Voted: 363		Votable Si	hares: 363	*Shares on L	oan: 0	Shares Instructed: 363
al Ball	ots: 1	Voting Policy: UUA						
oposal ımber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter R. Hunts	sman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The L	ooard does not include at	least one mind	rity director	Less than 30%	6 of the board is diverse.		
1b	Elect Director Nolan D. Archi	bald	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The L	poard does not include at	least one mino	rity director	Less than 30%	6 of the board is diverse.		
2	Elect Director Mary C. Becke	rle	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The Enominee is an incumbent mer company's external auditor.			,				
1d	Elect Director M. Anthony Bu	ırns	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The Enominee is an incumbent mer company's external auditor.			,				
		i	Mgmt	Yes	For	For	Against	Against

<sup>\*</sup>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: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Huntsman Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1f	Elect Director Robert J. Margetts		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board nominee is an incumbent member company's external auditor.			•							
1g	Elect Director Wayne A. Reaud		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.			-	
1h	Elect Director Jan E. Tighe		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board nominee is an incumbent member company's external auditor.			•						-	
2	Advisory Vote to Ratify Named Ex Officers' Compensation	kecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO, financial metrics, and while target based on the compensation commincreased to 40 percent in FY20, w performance-based compensation,	goals were set below ittee's discretion. In a vith multi-year perforn	the previous y ddition, the pe nance periods.	vear's achieverformance- Continued	ved results, pay based portion o	outs to the CE of equity award	: O were lowered ds will be			-	
3	Ratify Deloitte & Touche LLP as A	Auditors	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: A vote AG represent 36.27 percent of the total independence of the auditor.			•	-					-	
4	Provide Right to Act by Written C	onsent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOR shareholder rights.	R this proposal is warr	anted given ti	hat the abili	ty to act by wr	itten consent v	vould enhance			-	
Ballot D	<b>Details</b>										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

# **Teleflex Incorporated**

Rhumbline Custom S&P Index, 6728029082

6728029082

Meeting Date: 05/01/2020	Country: USA	Primary Security ID: 879369106	Meeting ID: 1413376
<b>Record Date:</b> 03/02/2020	Meeting Type: Annual	Ticker: TFX	
<b>Primary CUSIP:</b> 879369106	Primary ISIN: US8793691069	Primary SEDOL: 2881407	Proxy Level: 3

Auto-Instructed

04/20/2020 Auto-Approved

**Total Shares:** 

Confirmed



# **Teleflex Incorporated**

Total Ballo	ots: 1	Shares Voted: 48 Voting Policy: UUA		Votable S	hares: 48		*Shares on Lo	oan: 0	S	Shares Instructed: 4	8
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1a	Elect Director George Babich,	Jr.	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	t least one mind	ority director	Less than 30%	% of the board	is diverse.				
1b	Elect Director Gretchen R. Ha	ggerty	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	t least one mind	ority director	Less than 30%	6 of the board	is diverse.				
1c	Elect Director Liam J. Kelly		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	t least one mind	ority director	Less than 30%	6 of the board	is diverse.				
2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althougare reasonably aligned for the		noted, a vote i	FOR this pro	posal is warrar	nted as pay and	d performance				
3	Ratify PricewaterhouseCooper Auditors	s LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrai	nted because of	nly 8.96 perd	cent of the fees	s paid to the au	uditor are 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
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/07/2020	Auto-Approved	04/07/2020		48	48
								Total Shares		48	48

### **Berkshire Hathaway Inc.**

Meeting Date: 05/02/2020 Record Date: 03/04/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: BRK.B	084670702	<b>Meeting ID:</b> 1407737
<b>Primary CUSIP:</b> 084670702	Primary ISIN: US0846707026		Primary SEDOL: 207339	0	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,489 Voting Policy: UUA	Votable Shares	: 2,489	*Shares on Loan: 0	Shares Instructed: 2,489

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Warren E. Buffett	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.		
1.2	Elect Director Charles T. Munger	Mgmt	Yes	For	For	Withhold	Withhold

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

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



# **Berkshire Hathaway Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.3	Elect Director Gregory E. Abel	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.		
1.4	Elect Director Howard G. Buffett	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.		
1.5	Elect Director Stephen B. Burke	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.		
1.6	Elect Director Kenneth I. Chenault	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.		
1.7	Elect Director Susan L. Decker	Mgmt	Yes	For	For	Withhold	Withhold
	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	pr	
1.8	Elect Director David S. Gottesman	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.		
1.9	Elect Director Charlotte Guyman	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.		
1.10	Elect Director Ajit Jain	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.		
1.11	Elect Director Thomas S. Murphy	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.		
1.12	Elect Director Ronald L. Olson	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.		
1.13	Elect Director Walter Scott, Jr.	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.		
1.14	Elect Director Meryl B. Witmer	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is NEOs continue to receive large base salaries of \$16.0 m. performance. Proxy statement disclosure continues to be decisions regarding, or committee oversight of, compens	illion each and e lacking with	l overall pay little informa	is not clearly la ation provided	inked to company for shareholders to assess the		
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Three Years	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an Al	NNUAL say-on	-pay frequer	ncy is warrante	d.		



# **Berkshire Hathaway Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction		
4	Adopt a Policy on Board Diversi	ity	SH	Yes	Against	Against		For	For		
Ballot D	Voting Policy Rationale: A vote F specifically ensure the considera				,						
	onal Account Detail c, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable	e Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/09/2020	Auto-Approved	04/09/2020		2,489	2,489
								Total Shares		2,489	2,489

### **Aflac Incorporated**

Meeting Date: 05/04/2020 Record Date: 02/25/2020	Country: USA Meeting Type: Annual	Primary Secur Ticker: AFL	rity ID: 001055102	<b>Meeting ID:</b> 1409385
Primary CUSIP: 001055102	<b>Primary ISIN:</b> US0010551028	Primary SEDOL:	: 2026361	Proxy Level: 3
	Shares Voted: 1,117	Votable Shares: 1,117	*Shares on Loan: 0	Shares Instructed: 1,117
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 Daniel P. Amos	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 W. Paul Bowers	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 Toshihiko Fukuzawa	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.		
1d	Elect Director Thomas J. Kenny	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.		
1e	Elect Director Georgette D. Kiser	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	ıblic companies.There is gende	er	
1f	Elect Director Karole F. Lloyd	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 Nobuchika Mori	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.		



### **Aflac Incorporated**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1h	Elect Director Joseph L. Moskow	vitz	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	ν.				
1i	Elect Director Barbara K. Rimer		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	ν.				
1j	Elect Director Katherine T. Rohr	er	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	γ.			-	
1k	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	is at least 30 pe	ercent diversity	ν.			-	
2	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 wa	rranted as pay	and perform	mance are reas	onably aligned	at this time.			-	
3	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote For purposes.	OR this item is warran	ted because no	one of the fe	ees paid to the	auditor are for	r non-audit				
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	04/07/2020	Auto-Approved	04/07/2020		1,117	1,117
								Total Shares	. —	1,117	1,117

# **Eli Lilly and Company**

Elect Director William G. Kaelin, Jr.

1b

Meeting Date: 05/04/2020 Country: USA				Primar	y Security ID		<b>Meeting ID:</b> 1409998		
Record I	Record Date: 03/09/2020 Meeting Type: Ann				Ticker:	LLY			
Shares Voted: 790		Primary ISIN: US5324	<del>1</del> 571083		Primary	<b>SEDOL:</b> 25161	52		Proxy Level: 3
		Shares Voted: 790 Voting Policy: UUA		Votable Shares: 790		*Shares on Loan: 0		<b>an:</b> 0	Shares Instructed: 790
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction
1a	Elect Director Michael L. Eskew		Mgmt	Yes	For	Against		Against	Against
	Voting Policy Rationale: A vote A governing documents prohibit or diversity on the board. There is a	restrict shareholders a	ability to amer		-				

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

Mgmt

Yes

For

For

For



### **Eli Lilly and Company**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1c	Elect Director David A. Ricks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1d	Elect Director Marschall S. Runge	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	ard. There i	s at least 30 p	ercent diversity.		
1e	Elect Director Karen Walker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	diversity on the bo	pard. 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 year under review. Short- and long-term incentive pmultiyear periods.	-		•	, -	he	
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is war non-audit purposes.	ranted because of	nly 15.34 pe	rcent of the fe	es paid to the auditor are fo	or	
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is shareholders and the proposal demonstrates a com-				,		
5	Eliminate Supermajority Voting Provisions	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is will enable shareholders to have a meaningful voice enhancing the company's corporate governance stra- years, the company is demonstrating a commitment	in various board ucture. Further, b	and corporal resubmittir	te transactions	s that impact their rights, the	us	
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is association activities, including management and be benefits associated with the company's participation	oard-level oversigh	nt, would hei				
7	Report on Forced Swim Test	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is adopting the proposal should not be an unduly burd particular animal testing procedure called the "force solidify the company's commitment to upholding high	densome endeavo ed swim test." sho	r; and- Grea uld benefit s	ter transparen hareholders. T	cy on the effectiveness of a	·	
8	Require Independent Board Chairman	SH	Yes	Against	For	For	For

directors and there are ongoing governance concerns with respect to the inability of shareholders to amend the bylaws. In addition, the proponent raises a compelling argument that Eli Lilly would be best served by adopting an independent chair policy in light of potentially material legal and reputational risks facing the company, particularly around drug pricing, further suggesting that shareholders would benefit from the most robust form of independent oversight, in the form of an independent chair.



# **Eli Lilly and Company**

Against
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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/13/2020	Auto-Approved	04/13/2020	790	790
			_			Total Shares:	790	790

# **Albemarle Corporation**

Meeting Date: 05/05/2020 Record Date: 03/09/2020	Country: USA Meeting Type: Annual		Primary Security ID: 012653101  Ticker: ALB		<b>Meeting ID:</b> 1411329
Primary CUSIP: 012653101	Primary ISIN: US0126531013		Primary SEDOL: 2046853		Proxy Level: 3
Total Ballots: 1	Shares Voted: 390 Voting Policy: UUA	Votable Shares	: 390	*Shares on Loan: 0	Shares Instructed: 390

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

Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance remain relatively aligned.



390

Total Shares:

390

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Albemarle Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2a	Elect Director Mary Lauren Brlas		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					
2b	Elect Director Luther C. Kissam,	IV	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	:			-	
2c	Elect Director J. Kent Masters		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	:			-	
2d	Elect Director Glenda J. Minor		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	:			-	
2e	Elect Director James J. O'Brien		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	:			-	
2f	Elect Director Diarmuid B. O'Con	nell	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					
2g	Elect Director Dean L. Seavers		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	:			-	
2h	Elect Director Gerald A. Steiner		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	:			-	
2i	Elect Director Holly A. Van Deurs	sen	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				-	
2j	Elect Director Alejandro D. Wolff	:	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					
3	Ratify PricewaterhouseCoopers L Auditors	LP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrante	ed because les	ss than one	percent of the	fees paid to th	e auditor are fo	r			
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	04/06/2020	Auto-Approved	04/06/2020		390	390



### **American Express Company**

 Meeting Date: 05/05/2020
 Country: USA
 Primary Security ID: 025816109
 Meeting ID: 1411272

 Record Date: 03/09/2020
 Meeting Type: Annual
 Ticker: AXP

 Primary CUSIP: 025816109
 Primary ISIN: US0258161092
 Primary SEDOL: 2026082
 Proxy Level: 3

 Shares Voted: 188
 Votable Shares: 188
 \*Shares on Loan: 0
 Shares Instructed: 188

Total Ballots: 1 Voting Policy: UUA

Proposal			Votable			Voting	Vote
Number	Proposal Text	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Instruct
1a	Elect Director Charlene Barshefsky	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 ger	nder	
1b	Elect Director John J. Brennan	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 Peter Chernin	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 Ralph de la Vega	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.		
1e	Elect Director Anne Lauvergeon	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 ger	nder	
1f	Elect Director Michael O. Leavitt	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 Theodore J. Leonsis	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.		
1h	Elect Director Karen L. Parkhill	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.		
1i	Elect Director Lynn A. Pike	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 Stephen J. Squeri	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.		
1k	Elect Director Daniel L. Vasella	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.		
11	Elect Director Ronald A. Williams	Mgmt	Yes	For	For	Against	Against
	Mating Deline Deticates The accessor is considered full	4i d -i4		44 2			

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



### **American Express Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct
1m	Elect Director Christopher	D. Young	Mgmt	Yes	For	For		For	For
	Voting Policy Rationale: The	ere is gender and racial diver	sity on the bo	ard. There i	s at least 30 p	ercent diversit	y.		
2	Ratify PricewaterhouseCoc Auditors	opers LLP as	Mgmt	Yes	For	For		For	For
	Voting Policy Rationale: A vinon-audit purposes.	ote FOR this item is warrant	ed because or	nly 1.65 perc	ent of the fee.	s paid to the a	uditor are for		
3	Advisory Vote to Ratify Na Officers' Compensation	med Executive	Mgmt	Yes	For	For		For	For
	financial goals with disclose long-term incentives for the goals which are disclosed on	_	of the CEO's re granted in t	bonus. In a	ddition, the lar performance si	rge majority of hares with rigo	the CEO's		- Fow
4	Amend Omnibus Stock Pla		Mgmt	Yes	For	For	. ,	For	For
	Voting Policy Rationale: Bas	sed on the Equity Plan Scored	card evaluatio	n (EPSC), a	vote FOR this	proposal is wa	rranted.		
5	Provide Right to Act by Wr	ritten Consent	SH	Yes	Against	For		For	For
	Voting Policy Rationale: A vi shareholder rights.	rote FOR this proposal is war	ranted given t	that the abili	ity to act by wi	ritten consent	would enhance		
6	Report on Gender/Racial P	Pay Gap	SH	Yes	Against	Against		For	For
	,	rote FOR this proposal is wan prsity and inclusion initiatives. existing diversity initiative.	,				, ,		
Ballot D	etails								
Institutio	nal Account Detail	Custodian			Instructor	Date	Approver	Date	

Institutional Account Detail (IA Name, 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	04/13/2020	Auto-Approved	04/13/2020	188	188
						Total Shares:	188	188

### **Baxter International Inc.**

Elect Director Jose "Joe" E. Almeida

1a

Meeting Date: 05/05/2020 Record Date: 03/12/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: BAX	rity ID: 071813109	Meeting ID: 1408581
Primary CUSIP: 071813109	<b>Primary ISIN:</b> US0718131099	Primary SEDOL	: 2085102	Proxy Level: 3
Total Ballots: 1	Shares Voted: 786 Voting Policy: UUA	Votable Shares: 786	*Shares on Loan: 0	Shares Instructed: 786
Proposal Number Proposal Text	Proponen	Votable t Proposal Mgmt Rec ISS	Voting Rec Policy Rec	Vote Instruction

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

Mgmt

Yes

For

For

For

For



### **Baxter International Inc.**

_							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1b	Elect Director Thomas F. Chen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1c	Elect Director John D. Forsyth	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1d	Elect Director James R. Gavin, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	pard. There is	s at least 30 p	ercent diversity.		
1e	Elect Director Peter S. Hellman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	pard. There is	s at least 30 p	ercent diversity.		
1f	Elect Director Michael F. Mahoney	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	pard. There is	s at least 30 p	ercent diversity.		
1g	Elect Director Patricia B. Morrrison	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	pard. There is	s at least 30 p	ercent diversity.		
1h	Elect Director Stephen N. Oesterle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	pard. There is	s at least 30 p	ercent diversity.		
<b>1</b> i	Elect Director Cathy R. Smith	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	pard. There is	s at least 30 p	ercent diversity.		
1j	Elect Director Thomas T. Stallkamp	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	pard. There is	s at least 30 p	ercent diversity.		
1k	Elect Director Albert P.L. Stroucken	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	oard. There is	s at least 30 p	ercent diversity.		
11	Elect Director Amy A. Wendell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity 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: A vote FOR this proposal is v review.	warranted as pay	and perforn	nance are reas	onably aligned for the	year in	
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrann-audit purposes.	anted because or	nly 1.27 perc	ent of the fee	s paid to the auditor a	re for	
4	Require Independent Board Chair	SH	Yes	Against	For	For	For



#### **Baxter International Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
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 th	nat the abilit	y to act by writ	tten consent w	ould enhance				
Ballot D	etails										
	nal Account Detail e, IA Number)	Custodian Account Number	Ballot Statu	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/16/2020	Auto-Approved	04/16/2020		786	786
					_			Total Shares:		786	786

### **Bristol-Myers Squibb Company**

Meeting Date: 05/05/2020 Record Date: 03/16/2020	Country: USA Meeting Type: Annual	Primary Sect Ticker: BMY	urity ID: 110122108	<b>Meeting ID:</b> 1411874	
<b>Primary CUSIP:</b> 110122108	<b>Primary ISIN:</b> US1101221083	Primary SEDO	<b>L:</b> 2126335	Proxy Level: 3	
	Shares Voted: 2,123	Votable Shares: 2,123	*Shares on Loan: 0	Shares Instructed: 2,123	
Total Ballote: 2	Voting Policy: IIIIA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct				
1A	Elect Director Peter J. Arduini	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 Robert 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 Michael W. Bonney	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 Giovanni Caforio	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1E	Elect Director Matthew W. Emmens	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 Julia A. Haller	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 Dinesh C. Paliwal	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 pu	ıblic companies.There is gende	er					

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



2,123

2,123

**Total Shares:** 

Reporting Period: 07/01/2019 to 06/30/2020 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 Instruct	ion	
1H	Elect Director Theodore R. Samu	iels	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	/.				
1I	Elect Director Vicki L. Sato		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 Gerald L. Storch		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>				
1K	Elect Director Karen H. Vousden		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>				
1L	Elect Director Phyllis R. Yale		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	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 perform	mance are reas	onably aligned	for the year in				
3	Ratify Deloitte & Touche LLP as	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrant	ted because or	nly 21.03 pe	rcent of the fee	es paid to the a	auditor are for				
4	Require Independent Board Chai	irman	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC board.	OR this proposal is war	rranted given t	the importar	nce of having a	n independent	chairman of the	е			
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 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
Rhumbline	: Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/13/2020	Auto-Approved	04/13/2020		1,999	1,999
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	04/13/2020	Auto-Approved	04/13/2020		124	124

# **Colony Capital, Inc.**

Meeting Date: 05/05/2020 Record Date: 03/19/2020	Country: USA Meeting Type: Annual	Primary Security ID: 19626G108 Ticker: CLNY	Meeting ID: 1415322
Primary CUSIP: 19626G108	Primary ISIN: US19626G1085	Primary SEDOL: BG5QFV0	Proxy Level: 3



#### **Colony Capital, Inc.**

Shares Voted: 3,112 Votable Shares: 3,112 \*Shares on Loan: 0 Shares Instructed: 3,112

Total Ballots: 1 Voting Policy: UUA

1.1	Elect Director Thomas J. Barrack, Jr.			Mgmt Rec	ISS Rec	Policy Rec	Instruct
		Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
1.2	Elect Director Douglas Crocker, II	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	s diverse.					
1.3	Elect Director Nancy A. Curtin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	s diverse.					
1.4	Elect Director Jeannie H. Diefenderfer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	s diverse.					
1.5	Elect Director Jon A. Fosheim	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	s diverse.					
1.6	Elect Director Craig M. Hatkoff	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	s diverse.					
1.7	Elect Director Raymond C. Mikulich	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	s diverse.					
1.8	Elect Director George G. C. Parker	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	s diverse.					
1.9	Elect Director Dale Anne Reiss	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	s diverse.					
1.10	Elect Director Charles W. Schoenherr	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	is diverse.					
1.11	Elect Director John A. Somers	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	s diverse.					
1.12	Elect Director John L. Steffens	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board	s diverse.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the company demonstrated adequate responsiveness to shareholder concerns following low support for last year's say-on-pay proposal, significant concerns remain with the executive compensation program, including an outsized bonus opportunity and excessive incentive fee allocations. The CEO's bonus opportunity represents more than four times his base salary and incentive fee allocations represented nearly five times base salary. Although incentive fee allocation payments are expected to reduce, it is expected that incentive fee allocations from the digital investment management business may become a more significant portion of executive compensation.



**Meeting ID:** 1411702

Proxy Level: 3

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Colony Capital, Inc.**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction	on		
3	Ratify Ernst & Young LLP as	Auditors	Mgmt	Yes	es For I		For		For			
	Voting Policy Rationale: A vote FOR this item is warranted because only 16.52 percent of the fees paid to the auditor are for non-audit purposes.											
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	04/17/2020	Auto-Approved	04/17/2020		3,112	3,112	
								Total Shares:		3,112	3,112	

Primary Security ID: 235851102

For

For

For

For

Ticker: DHR

Primary SEDOL: 2250870

#### **Danaher Corporation**

Country: USA

Meeting Type: Annual

Primary ISIN: US2358511028

Meeting Date: 05/05/2020

Record Date: 03/09/2020

Primary CUSIP: 235851102

1.5

1.6

Elect Director Jessica L. Mega

Elect Director Pardis C. Sabeti

Fotal Balle	Shares Voted: 1, ots: 1 Voting Policy: U		Votable Sh	nares: 1,365	*Shai	res on Loan: 0	Shares Instructed: 1,36			
roposal umber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction			
1.1	Elect Director Linda Hefner Filler	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.					
1.2	Elect Director Thomas P. Joyce, Jr.	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.3	Elect Director Teri List-Stoll	Mgmt	Yes	For	Against	Against	Against			
	Voting Policy Rationale: A vote AGAINST incumber Schwieters is warranted for a failure to sufficiently the board. There is at least 30 percent diversity.			•						
1.4	Elect Director Walter G. Lohr, Jr.	Mgmt	Yes	For	Against	Against	Against			

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

Mgmt

Yes

For

For



## **Danaher 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	
1.7	Elect Director Mitchell P. Rales		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominand racial diversity on the board.				nore than 2 pu	blic companies	.There is gende	pr		-	
1.8	Elect Director Steven M. Rales		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diversi	ty on the boa	ard. There is	s at least 30 per	rcent diversity.				-	
1.9	Elect Director John T. Schwieters		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List-Stoll, and John T.  Schwieters is warranted for a failure to sufficiently address problematic pledging activity. There is gender and racial diversity on the board. There is at least 30 percent diversity.  Elect Director Alan G. Spoon Mont Yes For For Against Against										
1.10	Elect Director Alan G. Spoon		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominand racial diversity on the board.				more than 2 pu	blic companies	There is gende	er			
1.11	Elect Director Raymond C. Stever	ns	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diversi	ty on the boa	ard. There is	s at least 30 per	rcent diversity.				-	
1.12	Elect Director Elias A. Zerhouni		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial diversi	ty on the boa	ard. There is	at least 30 per	rcent diversity.				-	
2	Ratify Ernst & Young LLP as Audi	tors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR non-audit purposes.	R this item is warranted	because on	ly 11.59 per	cent of the fees	s paid to the a	uditor are for			-	
3	Advisory Vote to Ratify Named Ex Officers' Compensation	ecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR reasonably aligned for the year in a		nted. Althou	gh some coi	ncern is noted,	pay and perfor	rmance are			-	
4	Reduce Ownership Threshold for Shareholders to Call Special Meet		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOr percent would improve shareholde unilaterally to call a special meeting.		-								
Ballot D							_				
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Statu	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Confirmed

Auto-Instructed

04/07/2020 Auto-Approved

04/07/2020

**Total Shares:** 

1,365

1,365

1,365

1,365



## **Enbridge Inc.**

 Meeting Date: 05/05/2020
 Country: Canada
 Primary Security ID: 29250N105
 Meeting ID: 1395500

Record Date: 03/09/2020 Meeting Type: Annual Ticker: ENB

 Primary CUSIP: 29250N105
 Primary ISIN: CA29250N1050
 Primary SEDOL: 2466149
 Proxy Level: 4

Shares Voted: 125 Votable Shares: 125 \*Shares on Loan: 0 Shares Instructed: 125

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 diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.2	Elect Director Marcel R. Coutu	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 Susan M. Cunningham	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 Gregory L. Ebel	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.		
1.5	Elect Director J. Herb England	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 Charles W. Fischer	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.		
1.7	Elect Director Gregory J. Goff	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.		
1.8	Elect Director V. Maureen Kempston Darkes	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 Teresa S. Madden	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 Al Monaco	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 Dan C. Tutcher	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 PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Vote FOR the ratification of Price	ewaterhouseC	noners IIP	as auditor as n	on-audit fees (12 nercent)		

Voting Policy Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (12 percent) were reasonable relative to total fees paid to the auditor.



# **Enbridge Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
3	Approve Shareholder Rights F	Plan	Mgmt	Yes	For	For		For			
	Voting Policy Rationale: Vote F the interests of shareholders in	-	•	e it is a "nev	w generation" p	lan that is stru	ictured to protec	ct			
4	Amend By-Law No. 1 of Enbr	idge	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Vote FOR the proposed General By-Law No. 1 as no significant concerns are identified.										
5	Advisory Vote on Executive C Approach	ompensation	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.										
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
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	04/06/2020	Auto-Approved	04/06/2020		125	125
								Total Shares		125	125

## **First American Financial Corporation**

Meeting Date: 05/05/2020 Record Date: 03/18/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: FAF	curity ID: 31847R102	<b>Meeting ID:</b> 1414720
Primary CUSIP: 31847R102	Primary ISIN: US31847R1023	Primary SEDO	DL: B4NFPK4	Proxy Level: 3
Total Ballots: 1	Shares Voted: 415 Voting Policy: UUA	Votable Shares: 415	*Shares on Loan: 0	Shares Instructed: 415

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director James L. Doti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	I diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.2	Elect Director Michael D. McKee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	I diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.3	Elect Director Thomas V. McKernan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial	I 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: Although a concern is not reasonably aligned at this time.	ed, a vote FOR this	proposal is I	warranted as p	pay and performance are	,	
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For

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



## **First American Financial Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
4	Ratify PricewaterhouseCoopers L	LP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrante	d because on	ly 2.06 perc	ent of the fees	paid to the au	ditor are for				
Ballot D	etails										
	nal Account Detail c, IA Number)	Custodian Account Number	Ballot Statu	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/09/2020	Auto-Approved	04/09/2020		415	415
								Total Shares:		415	415

## **General Electric Company**

Meeting Date: 05/05/2020 Record Date: 03/09/2020	Country: USA Meeting Type: Annual	Primary Secur Ticker: GE	rity ID: 369604103	<b>Meeting ID:</b> 1406924
<b>Primary CUSIP:</b> 369604103	<b>Primary ISIN:</b> US3696041033	Primary SEDOL:	2380498	Proxy Level: 3
	Shares Voted: 17,163	Votable Shares: 17,163	*Shares on Loan: 0	Shares Instructed: 17,163
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 Sebastien Bazin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employ and racial diversity on the board. There is at lea			more than 2 p	ublic companies.The	re is gender	
2	Elect Director Ashton Carter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rad	cial diversity on the bo	ard. There	is at least 30 p	ercent diversity.		
3	Elect Director H. Lawrence Culp, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rad	cial diversity on the bo	pard. There	is at least 30 p	ercent diversity.		
4	Elect Director Francisco D'Souza	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rad	cial diversity on the bo	ard. There	is at least 30 p	ercent diversity.		
5	Elect Director Edward Garden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rad	cial diversity on the bo	pard. There	is at least 30 p	ercent diversity.		
6	Elect Director Thomas W. Horton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employ and racial diversity on the board. There is at lea			more than 2 p	ublic companies.The	re is gender	
7	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.



## **General Electric Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
8	Elect Director Catherine Lesjak		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> .				
9	Elect Director Paula Rosput Re	ynolds	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The non and racial diversity on the board				more than 2 pt	ıblic companie	s.There is gend	er			
10	Elect Director Leslie Seidman		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> .				
11	Elect Director James Tisch		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The non and racial diversity on the board				more than 2 pt	ıblic companie	s.There is gend	er			
12	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote A 2018 special new-hire award, ar opportunities remained elevated largely discretionary. Particularly pre-set criteria rather than subsi were set below actual performan										
13	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote I non-audit purposes.	FOR this item is warran	ted because or	nly 5.18 per	cent of the fees	s paid to the au	uditor are for				
14	Require Independent Board Ch	airman	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote I board.	FOR this proposal is wa	rranted given t	the importar	nce of having a	n independent	chairman of the	2			
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	04/15/2020	Auto-Approved	04/15/2020		17,163	17,163
								Total Shares		17,163	17,163

## **Hawaiian Electric Industries, Inc.**

Meeting Date: 05/05/2020	Country: USA	Primary Security ID: 419870100	Meeting ID: 1412071
Record Date: 02/28/2020	Meeting Type: Annual	Ticker: HE	
Primary CUSIP: 419870100	<b>Primary ISIN:</b> US4198701009	Primary SEDOL: 2415204	Proxy Level: 3



# **Hawaiian Electric Industries, Inc.**

Total Balle	ots: 1	Shares Voted: 6,515 Voting Policy: UUA		Votable S	<b>hares:</b> 6,515		*Shares on Lo	oan: 0	:	Shares Instructed: 6	,515
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	on	
1.1	Elect Director Peggy Y. Fowle	er	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	/.				
1.2	Elect Director Keith P. Russe	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	/.				
1.3	Elect Director Eva T. Zlotnick	a	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	/.				
1.4	Elect Director Micah A. Kane		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	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns were iden		arranted as pay	and perform	mance are reas	onably aligned	and no				
3	Declassify the Board of Direct	tors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote demonstrates a commitment t					ty to sharehold	ders and				
4	Adopt Majority Voting for Un Election of Directors	contested	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote directors by a majority vote in		arranted as shai	reholders w	ould benefit fro	m having a cle	ear right to elec	t			
5	Ratify Deloitte & Touche LLP	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote purposes.	e FOR this item is warrar	nted because no	one of the fe	ees paid to the	auditor are for	non-audit				
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	04/06/2020	Auto-Approved	04/06/2020		6,515	6,515
								Total Shares		6,515	6,515

## **Pentair plc**

Meeting Date: 05/05/2020	Country: Ireland	Primary Security ID: G7S00T104	Meeting ID: 1410130
<b>Record Date:</b> 03/06/2020	Meeting Type: Annual	Ticker: PNR	
Primary CUSIP: G7S00T104	Primary ISIN: IE00BLS09M33	Primary SEDOL: BLS09M3	Proxy Level: N/A



## **Pentair plc**

Shares Voted: 278 Votable Shares: 278 \*Shares on Loan: 0 Shares Instructed: 278

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 Mona Abutaleb Stephenson	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 Glynis A. Bryan	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 T. Michael Glenn	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 Theodore L. Harris	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.						
1e	Elect Director David A. 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.		
1f	Elect Director Michael T. Speetzen	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 John L. Stauch	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 Billie I. Williamson	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 voteFOR this proposal is warr	anted as pay a	and perform	ance are reaso	nably aligned at this time.		
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrants non-audit purposes.	ed because on	nly 18.04 per	rcent of the fee	es paid to the auditor are for		
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	Authorise Issue of Equity	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted bed	cause the pr	oposed amour	nts and durations are within		
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

**Proposal Text** 



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Pentair plc**

Proposal

Number

7	Determine Price Range for Re Treasury Shares	eissuance of	Mgmt	Yes	For	For		For	For		
Ballot	Voting Policy Rationale: A vote Ireland, and no concerns have		warranted beca	nuse this is	a routine item foi	r companies in	ncorporated in			-	
	tional Account Detail me, IA Number)	Custodian Account Number	Ballot Sta	atus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbli	ine Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/10/2020	Auto-Approved	04/10/2020		278	278

Mgmt Rec

ISS Rec

Voting

**Policy Rec** 

**Total Shares:** 

Vote

Instruction

278

278

Votable

Proposal

Proponent

## Pluralsight, Inc.

_	<b>Date:</b> 05/05/2020 <b>Date:</b> 03/09/2020	Country: USA Meeting Type: Annu	ıal		Primary Ticker:	<b>y Security ID:</b> 72941B106 PS		<b>Meeting ID:</b> 1409161		
Primary C	CUSIP: 72941B106	Primary ISIN: US7294:	1B1061		Primary	SEDOL: BFZCT75		Proxy Level: 3		
		Shares Voted: 7,733 Voting Policy: UUA		Votable Sh	nares: 7,733	*Shares on Loan: 0		Shares Instructed: 7,733		
Proposal lumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director Arne Duncan		Mgmt	Yes	For	Withhold	Withhold	Withhold		
	Voting Policy Rationale: WITHHO and Karenann Terrell given the requirement to enact certain cha	board's failure to remove	e, or subject t	o a sunset re	equirement, th	e supermajority vote	•			
	shareholder rights.Less than 30	% of the board is diverse			•					
1.2	shareholder rights.Less than 30 Elect Director Leah Johnson	% of the board is diverse		Yes	For	Withhold	Withhold	Withhold		
1.2	5	OLD votes are warranted board's failure to remove anges to the governing o	e. Mgmt I for director I e, or subject t documents an	Yes nominees Ari o a sunset re	For ne Duncan, Le equirement, th	ah Johnson, Frederick Onion e supermajority vote	),	Withhold —		
1.2	Elect Director Leah Johnson  Voting Policy Rationale: WITHHO and Karenann Terrell given the requirement to enact certain che	OLD votes are warranted board's failure to remove anges to the governing o	e. Mgmt I for director I e, or subject t documents an	Yes nominees Ari o a sunset re	For ne Duncan, Le equirement, th	ah Johnson, Frederick Onion e supermajority vote	),	Withhold		
	Elect Director Leah Johnson  Voting Policy Rationale: WITHH and Karenann Terrell given the requirement to enact certain che shareholder rights.Less than 30	OLD votes are warranted board's failure to remove anges to the governing of the board is diversed of the board is diversed board's failure to remove anges to the governing of the board's failure to remove anges to the governing of the governing	e.  Mgmt  If for director i e, or subject t documents an e.  Mgmt  If for director i e, or subject t documents an	Yes nominees An o a sunset re d the classifi  Yes nominees An o a sunset re	For  ne Duncan, Le  equirement, th  ied board, each  For  ne Duncan, Le  equirement, th	ah Johnson, Frederick Onion we supermajority vote h of which adversely impact Withhold wah Johnson, Frederick Onion we supermajority vote	Withhold			

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

shareholder rights.Less than 30% of the board is diverse.



## Pluralsight, Inc.

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction		
2	Ratify Ernst & Young LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warran	nted because or	nly 3.78 perd	cent of the fees	s paid to the au	uditor are for				
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoureasonably aligned at this time	-	ooted, a vote FC	OR this prop	osal is warrant	ed as pay and	performance ar	re			
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	ANNUAL say-on	n-pay freque	ncy is warranto	ed.					
Ballot D	<b>Details</b>										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	Votal	ole Shares	Shares Voted
WCM Inve	estment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	04/15/2020	Auto-Approved	04/15/2020		7,733	7,733
								Total Shares	-	7,733	7,733

Voting

Vote

**Meeting ID:** 1411146

Votable

## **Stryker Corporation**

percent diversity.

Country: USA

Meeting Type: Annual

Meeting Date: 05/05/2020

Record Date: 03/06/2020

iiiai y C	USIP: 863667101 Primary I	SIN: US8636671013		Primary	SEDOL: 2853688		Proxy Level: 4	
	Shares Vo	oted: 372	Votable Sh	nares: 372	*Share	s on Loan: 0	Shares Instructed:	
al Ballo	ots: 1 Voting Po	olicy: UUA						
posal mber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
					For	Against	A i	
1a	Elect Director Mary K. Brainerd	Mgmt	Yes	For			Against	
	Elect Director Mary K. Brainerd  Voting Policy Rationale: The nominee is an inaggregate fees paid to the company's extern percent diversity.  Elect Director Srikant M. Datar	incumbent member of the	audit comm	ittee and non-	audit fees exceed 25%	of the	Against	
b	Voting Policy Rationale: The nominee is an inaggregate fees paid to the company's extern percent diversity.	incumbent member of the nal auditor.There is gende Mgmt ployed full-time and sits o	e audit comm er and racial Yes n boards at i	ittee and non- diversity on th	audit fees exceed 25% e board. There is at lea For	of the st 30 Against		
b	Voting Policy Rationale: The nominee is an inaggregate fees paid to the company's extern percent diversity.  Elect Director Srikant M. Datar  Voting Policy Rationale: The nominee is employed.	incumbent member of the nal auditor.There is gende Mgmt ployed full-time and sits o	e audit comm er and racial Yes n boards at i	ittee and non- diversity on th	audit fees exceed 25% e board. There is at lea For	of the st 30 Against		
lb	Voting Policy Rationale: The nominee is an inaggregate fees paid to the company's extern percent diversity.  Elect Director Srikant M. Datar  Voting Policy Rationale: The nominee is empand racial diversity on the board. There is an	incumbent member of the nal auditor.There is gende Mgmt ployed full-time and sits o t least 30 percent diversit Mgmt	Yes  n boards at i	ittee and non- diversity on th For more than 2 pu	audit fees exceed 25% e board. There is at lea For ublic companies.There i	of the st 30  Against	Against	

Primary Security ID: 863667101

Ticker: SYK

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



## **Stryker Corporation**

Rhumbline Custom S&P Index, 6728029082

6728029082

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
1e	Elect Director Kevin A. Lobo		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	:				
1f	Elect Director Sherilyn S. McCoy		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	:				
1g	Elect Director Andrew K. Silverna	ail	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominaggregate fees paid to the company percent diversity.										
1h	Elect Director Lisa M. Skeete Tat	um	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	:				
1i	Elect Director Ronda E. Stryker		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	:				
1j	Elect Director Rajeev Suri		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominaggregate fees paid to the company percent diversity.										
2	Ratify Ernst & Young LLP as Aud	itors	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: A vote AG represent 38.46 percent of the tol independence of the auditor.		•	•	-						
3	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC	OR this proposal is war	ranted as pay	is reasonabi	ly aligned with	performance a	t this time.				
4	Report on Non-Management Em Representation on the Board of I	•	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote FC a non-management employee rep meaningful insights into its workp.	resentative director m						W			
Ballot D	Petails	Custodian			Instructor	Date	Ammoure	Date			
	e, IA Number)	Account Number	Ballot Stat	us	Name	Date Instructed	Approver Name	Approved		Votable Shares	Shares

Confirmed

Auto-Instructed

04/24/2020

Auto-Approved

04/24/2020 **Total Shares:** 

372

372



Voting Policy: UUA

#### **Alcoa Corporation**

Total Ballots: 1

Meeting Date: 05/06/2020 Record Date: 03/11/2020	Country: USA Meeting Type: Annual	Primary Security I Ticker: AA	<b>D:</b> 013872106	Meeting ID: 1409572
Primary CUSIP: 013872106	<b>Primary ISIN:</b> US0138721065	Primary SEDOL: BYNF	418	Proxy Level: 3
	Shares Voted: 302	Votable Shares: 302	*Shares on Loan: 0	Shares Instructed: 302

Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director Michael G. Morris 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. 1b Elect Director Mary Anne Citrino Mgmt 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 Pasquale (Pat) Fiore Yes For For 1c 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 Timothy P. Flynn 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 Kathryn S. Fuller 1e Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1f Elect Director Roy C. Harvey Mgmt 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. Hughes 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. 1h Elect Director James E. Nevels For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1i Elect Director Carol L. Roberts Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Suzanne Sitherwood 1j Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1k Elect Director Steven W. Williams Mgmt Yes 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 Ernesto Zedillo Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.



## **Alcoa Corporation**

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
2	Ratify PricewaterhouseCoope Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warra	nted because le	ss than one	percent of the	fees paid to th	ne auditor are fo	or			
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 w	arranted as pay	and perform	mance are reas	onably aligned	at this time.				
4	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 w	arranted given i	that the abil	ity to act by wr	itten consent ı	would 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	04/20/2020	Auto-Approved	04/20/2020		302	302
								Total Shares	;; <b>====</b>	302	302

Voting

Vote

Votable

## BlackLine, Inc.

_	<b>Date:</b> 05/06/2020 <b>Date:</b> 03/09/2020	Country: USA Meeting Type: Annu	ıal		Primary Ticker:	<b>Security ID:</b> 09239B109		<b>Meeting ID:</b> 1409731
Primary C	<b>USIP:</b> 09239B109	Primary ISIN: US09239	9B1098		Primary		Proxy Level: 3	
Total Ball	ots: 1	Shares Voted: 2,631 Voting Policy: UUA		Votable Sh	nares: 2,631	*Shares on Lo	<b>oan:</b> 0	Shares Instructed: 2,631
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marc Huffman		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 Therese Tucker		Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHC Unterman given the board's failu certain changes to the governing vote FOR Marc Huffman is warra	re to remove, or subject of documents and the cla	t to a sunset i assified board,	requirement, each of wh	, the supermaj ich adverselys	ority vote requirement to ena impact shareholder rights. A		
1.3	Elect Director Thomas Unterma	ın	Mgmt	Yes	For	Withhold	Withhold	Withhold

certain changes to the governing documents and the classified board, each of which adverselys impact shareholder rights. A vote FOR Marc Huffman is warranted. There is gender and racial diversity on the board. There is at least 30 percent diversity.



## BlackLine, Inc.

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	tion	
2	Ratify PricewaterhouseCooper Auditors	s LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warra	nted because or	nly 2.03 perd	cent of the fees	paid to the au	uditor are for				
3	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 a concern is noted, .	a vote FOR this	proposal is	warranted as p	ay and perfori	mance are			_	
Ballot [	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
WCM Inve	estment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	04/13/2020	Auto-Approved	04/13/2020		2,631	2,631
								Total Shares	:	2,631	2,631

Voting

Vote

Votable

## **Carlisle Companies Incorporated**

Meeting Date: 05/06/2020 Record Date: 03/11/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: CSL	: 142339100	Meeting ID: 1411296
Primary CUSIP: 142339100	<b>Primary ISIN:</b> US1423391002		Primary SEDOL: 217631	8	Proxy Level: 3
	Shares Voted: 1,418	Votable Shares	:: 1,418	*Shares on Loan: 0	Shares Instructed: 1,418
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 Robert G. Bohn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racia	l diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.2	Elect Director Gregg A. Ostrander	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racia	l diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1.3	Elect Director Jesse G. Singh	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racia	l diversity 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: A vote FOR this item is we non-audit purposes.	arranted because on	nly 10.40 per	rcent of the fe	es paid to the auditor a	are for	
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.



## **Carlisle Companies Incorporated**

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/06/2020	Auto-Approved	04/06/2020	1,418	1,418
						Total Shares:	1,418	1,418

## **Charles River Laboratories International, Inc.**

Meeting Date: 05/06/2020 Country: USA Record Date: 03/16/2020 Meeting Type: Annual			Primary Security ID: Ticker: CRL	: 159864107	Meeting ID: 1412188
<b>Primary CUSIP:</b> 159864107	nary CUSIP: 159864107 Primary ISIN: US1598641074		Primary SEDOL: 260433	6	Proxy Level: 3
	Shares Voted: 1,108	Votable Shares	: 1,108	*Shares on Loan: 0	Shares Instructed: 1,108
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 James C. Foster	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at la	east one mino	rity director.	Less than 30%	of the board is diverse.		
1.2	Elect Director Nancy C. Andrews	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.		
1.3	Elect Director Robert J. Bertolini	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.		
1.4	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.		
1.5	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.		
1.6	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.		
1.7	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.		
1.8	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.		
1.9	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.		
1.10	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.		

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



# **Charles River Laboratories International, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.11	Elect Director Virginia M. Wilson		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at le	east one mino	rity director	Less than 30%	of the board	is diverse.				
2	Advisory Vote to Ratify Named Ex Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO above rigorous, objective goals the majority performance-conditioned sufficiently mitigate pay-for-perfor based on annual performance, and										
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 wai	rranted.				
4	Ratify PricewaterhouseCoopers L Auditors	LP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO non-audit purposes.	R this item is warrante	ed because or	nly 13.02 pe	rcent of the fee	es paid to the a	auditor are 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	04/22/2020	Auto-Approved	04/22/2020		1,108	1,108

## **CME Group Inc.**

Meeting Date: 05/06/2020 Record Date: 03/09/2020	•		ty ID: 12572Q105	<b>Meeting ID:</b> 1409048
<b>Primary CUSIP:</b> 12572Q105	<b>USIP:</b> 12572Q105 <b>Primary ISIN:</b> US12572Q1058		2965839	Proxy Level: 3
Total Ballots: 2	Shares Voted: 371 Voting Policy: UUA	Votable Shares: 371	*Shares on Loan: 0	Shares Instructed: 371

**Total Shares:** 

1,108

1,108

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Terrence A. Duffy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is of	liverse.					
1b	Elect Director Timothy S. Bitsberger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is of	liverse.					
1c	Elect Director Charles P. Carey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					

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



## **CME Group Inc.**

	•						
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1d	Elect Director Dennis H. Chookaszian	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1e	Elect Director Bryan T. Durkin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1f	Elect Director Ana Dutra	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1g	Elect Director Martin J. Gepsman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is of	liverse.					
1h	Elect Director Larry G. Gerdes	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1i	Elect Director Daniel R. Glickman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1j	Elect Director Daniel G. Kaye	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1k	Elect Director Phyllis M. Lockett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is of	liverse.					
11	Elect Director Deborah J. Lucas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is of	liverse.					
1m	Elect Director Terry L. Savage	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1n	Elect Director Rahael Seifu	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
10	Elect Director William R. Shepard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1p	Elect Director Howard J. Siegel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1q	Elect Director Dennis A. Suskind	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
2	Ratify Ernst & Young as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante	ed because on	ly 2.80 perc	ent of the fees	paid to the auditor are for		

Voting Policy Rationale: A vote FOR this item is warranted because only 2.80 percent of the fees paid to the auditor are for non-audit purposes.



## **CME Group Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wareview, though certain concerns continue to be highlig		and perforn	nance are reas	onably aligned for the year in	,	

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	04/13/2020	Auto-Approved	04/13/2020	304	304
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/13/2020	Auto-Approved	04/13/2020	67	67
						Total Shares:	371	371

## **CNX Resources Corporation**

Meeting Date: 05/06/2020 Record Date: 03/09/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: CNX	urity ID: 12653C108	Meeting ID: 1411297
Primary CUSIP: 12653C108	Primary ISIN: US12653C1080	Primary SEDOI	L: BF3FTF4	Proxy Level: 3
	Shares Voted: 2,333	Votable Shares: 2,333	*Shares on Loan: 0	Shares Instructed: 2,333
Total Ballote: 1	Voting Policy: IIIIA			

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 J. Palmer Clarkson	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 Nicholas J. DeIuliis	Mgmt	Yes	For	For	Against	Against					
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.											
1c	Elect Director Maureen E. Lally-Green	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.							
1d	Elect Director Bernard Lanigan, Jr.	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.							
1e	Elect Director William N. Thorndike, Jr.	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.							
1f	Elect Director Ian McGuire	Mgmt	Yes	For	For	Against	Against					
	Voting Policy Pationals, The heard does not include at le	and and mino	rity director	Loss than 2004	of the heard is diverse							

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



## **CNX Resources Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
2	Ratify Ernst & Young LLP as	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	e FOR this item is warrai	nted because le	ss than one	percent of the	fees paid to th	ne auditor are fo	or			
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoureasonably aligned at this time	-	noted, a vote FC	OR this prop	osal is warrante	ed as pay and	performance ar	re			
4	Amend 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	proposal is wa	rranted.				
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	04/10/2020	Auto-Approved	04/10/2020		2,333	2,333
								Total Shares			

## **CSX Corporation**

Meeting Date: 05/06/2020 Record Date: 03/06/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: CSX	urity ID: 126408103	<b>Meeting ID:</b> 1411877
Primary CUSIP: 126408103	<b>Primary ISIN:</b> US1264081035	Primary SEDO	<b>L:</b> 2160753	Proxy Level: 3
Total Ballots: 1	Shares Voted: 448 Voting Policy: UUA	Votable Shares: 448	*Shares on Loan: 0	Shares Instructed: 448

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1a	Elect Director Donna M. Alvarado	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	
1b	Elect Director Pamela L. Carter	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.		
1c	Elect Director James M. Foote	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.		
1d	Elect Director Steven T. Halverson	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.		
1e	Elect Director Paul C. Hilal	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.



# **CSX Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1f	Elect Director John D. McPherson	n	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 p	ercent diversity	/.				
1g	Elect Director David M. Moffett		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominand racial diversity on the board.	, ,			more than 2 p	ublic companie	s.There is gende	er			
1h	Elect Director Linda H. Riefler		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial dive	rsity on the bo	pard. There i	is at least 30 p	ercent diversity	/.				
1i	Elect Director Suzanne M. Vautri	not	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nome and racial diversity on the board.	, ,			more than 2 p	ublic companie	s.There is gende	er			
1j	Elect Director J. Steven Whisler		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 p	ercent diversity	/.				
1k	Elect Director John J. Zillmer		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominand racial diversity on the board.	, ,			more than 2 p	ublic companie	s.There is gende	er			
2	Ratify Ernst & Young LLP as Aud	itors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrant	ted because le	ss than one	percent of the	fees paid to th	ne auditor are fo	r			
3	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote AC review, the company paid enhance that the termination was involunt company determined to pay seventhe CFO.	ed severance to the C ary and severance is it	CFO upon his a ntended as a p	leparture fro protection ag	m the compan gainst involunt	y. The disclosu ary job loss. Mo	ire did not speci preover, the	fy			
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	04/13/2020	Auto-Approved	04/13/2020		448	448

## **Dominion Energy, Inc.**

Meeting Date: 05/06/2020	Country: USA	Primary Security ID: 25746U109	Meeting ID: 1411878
Record Date: 02/28/2020	Meeting Type: Annual	Ticker: D	
Primary CUSIP: 25746U109	Primary ISIN: US25746U1097	Primary SEDOL: 2542049	Proxy Level: 3

Total Shares:



## **Dominion Energy, Inc.**

Shares Voted: 2,281 Votable Shares: 2,281 \*Shares on Loan: 0 Shares Instructed: 2,281

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 James A. Bennett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divel	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Helen E. Dragas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divel	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director James O. Ellis, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divel	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director Thomas F. Farrell, II	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divel	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director D. Maybank Hagood	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divel	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director John W. Harris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divel	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1g	Elect Director Ronald W. Jibson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divel	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1h	Elect Director Mark J. Kington	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divel	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
<b>1</b> i	Elect Director Joseph M. Rigby	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divel	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1j	Elect Director Pamela J. Royal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divel	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1k	Elect Director Robert H. Spilman, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divel	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
11	Elect Director Susan N. Story	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divel	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1m	Elect Director Michael E. Szymanczyk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divel	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrant	ed because no	ne of the fe	es paid to the	auditor are for non-audit		

Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.



# **Dominion Energy, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
3	Advisory Vote to Ratify Named Officers' Compensation	1 Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote performance of a pre-set finance committee used discretion to lobased on performance criteria program includes multiple opposabove-median performance and	cial metric and, while the wer payouts when the to over a multi-year perfon ortunities for a portion o	e 2019 target v target was surp mance period of f the award to	was set at the passed. Furt and with disc be earned,	he same level a ther, half of the closed forward the additional o	ns actual 2018   e long-term pro f-looking goals.	performance, the gram pays out While the			-	
4	Require Independent Board C	hairman	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote the lead independent director r long-term suggests that shareh independent board chair.	ole appears to be robus	t, the company	's TSR unde	erperformance	over both the	short- and				
5	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	rranted given i	that the abil	lity to act by wi	ritten consent v	would enhance			-	
Ballot D	etails										
	onal Account Detail 2, 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	04/10/2020	Auto-Approved	04/10/2020		2,281	2,281
								Total Shares	. —	2,281	2,281

## **Essential Utilities, Inc.**

Meeting Date: 05/06/2020 Record Date: 03/09/2020	Country: USA  Meeting Type: Annual	Ticker: WTRG	rity ID: 29670G102	<b>Meeting ID:</b> 1410922
Primary CUSIP: 29670G102	Primary ISIN: US29670G1022	Primary SEDOL	: BLCF3J9	Proxy Level: 3
	Shares Voted: 1,726	Votable Shares: 1,726	*Shares on Loan: 0	Shares Instructed: 1,726
Primary CUSIP: 296/0G102	,			, , , , ,

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1.1	Elect Director Elizabeth B. Amato	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 Nicholas DeBenedictis	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.		
1.3	Elect Director Christopher H. Franklin	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		



## **Essential Utilities, Inc.**

Rhumbline Custom S&P Index, 6728029082

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.4	Elect Director Wendy A. Franks		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	rcent diversity	:			-	
1.5	Elect Director Daniel J. Hilferty		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	rcent diversity				-	
1.6	Elect Director Francis O. Idehen		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	rcent diversity				_	
1.7	Elect Director Ellen T. Ruff		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g		-								
1.8	Elect Director Lee C. Stewart		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g		_								
1.9	Elect Director Christopher C. Wo	mack	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
2	Ratify PricewaterhouseCoopers L Auditors	LP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrante	ed because les	s than one	percent of the i	fees paid to th	e auditor are fo	r		-	
3	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC shareholder concerns following las shareholders and implementing se feedback. Additionally, pay and pe	st year's low say-on-pa everal improvements to	y vote result, the executive	by disclosin e compensa	g specific enga	gement efforts	s with			-	
4	Adopt Majority Voting for Uncont Election of Directors	tested	Mgmt	Yes	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.											
5	Increase Authorized Common Sto	ock	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed increase in the number of authorized shares of common stock is reasonable.										_	
Ballot D	Petails										
	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

Auto-Instructed

04/20/2020

Auto-Approved

04/20/2020 Total Shares: 1,726

1,726

1,726

1,726



#### **Eversource Energy**

Primary Security ID: 30040W108 Meeting ID: 1412374 Meeting Date: 05/06/2020 Country: USA Record Date: 03/11/2020 Ticker: ES Meeting Type: Annual Primary SEDOL: BVVN4Q8 Primary CUSIP: 30040W108 Primary ISIN: US30040W1080 Proxy Level: 3 Shares Voted: 820 Votable Shares: 820 \*Shares on Loan: 0 Shares Instructed: 820 Total Ballots: 1 Voting Policy: UUA

Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director Cotton M. Cleveland Mgmt Yes For For For For 1.1 Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.2 Elect Director James S. DiStasio Mgmt Yes 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 Francis A. Dovle Mamt Yes 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 Dorcena Forry Mgmt For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.5 Elect Director James J. Judge 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 John Y. Kim 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 Kenneth R. Leibler Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.8 Elect Director David H. Long Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.9 Elect Director William C. Van Faasen Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.10 Elect Director Frederica M. Williams Mamt For For For For Yes 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 Officers' Compensation Voting Policy Rationale: A vote FOR this proposal is warranted. While pay levels increased year-over-year, this was primarily due to a sizable change in pension value. The pay program at the company is performance based with pre-set and objective measures. In addition, half the equity incentives carry multi-year performance criteria. However, continued monitoring of the pay program is warranted, as EPS remains a metric in both the short- and long-term programs, resulting in significant emphasis on a single aspect of company performance. Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For

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



## **Eversource Energy**

**Ballot Details** 

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/14/2020	Auto-Approved	04/14/2020	820	820
						Total Shares:	820	820

## **Gilead Sciences, Inc.**

Meeting Date: 05/06/2020 Record Date: 03/13/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: GILD	urity ID: 375558103	Meeting ID: 1411300
<b>Primary CUSIP:</b> 375558103	<b>Primary ISIN:</b> US3755581036	Primary SEDO	<b>L:</b> 2369174	Proxy Level: 3
	Shares Voted: 1,251 Votable Share		*Shares on Loan: 0	Shares Instructed: 1,251
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 Jacqueline K. Barton	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.		
1b	Elect Director Sandra J. Horning	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 Kelly A. Kramer	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 Kevin E. Lofton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Harish Manwani	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	
1f	Elect Director Daniel P. O'Day	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 Richard J. Whitley	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.		
1h	Elect Director Per Wold-Olsen	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 Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante	ed because on	ly 20.55 per	rcent of the fee	es paid to the auditor are for		

non-audit purposes.



Voting

Vote

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Gilead Sciences, Inc.**

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instructi	on	
3	Advisory Vote to Ratify Named Officers' Compensation	I Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote payments to the new CEO, and pre-set metrics and thorough dincentive program, positive chaperformance-conditioned equity negative over the performance though some will be further and	ufficiently performation of the section of the sect	ormance-basement. While y. The long- th relative TS severance or	sed. The annual e some concerns term program i SR payout is cap r new-hire payn	l bonus progra s are noted wi s 50 percent b pped at target nents appear p	am consists of th the annual pased on tif absolute TSR	is				
4	Require Independent Board Cl	nair	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote board.	FOR this proposal is wa	arranted given	the importar	nce of having a	n independent	chairman of the				
5	Eliminate the Ownership Three Stockholders to Request a Rec Take Action by Written Conse	ord Date to	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote initiate the written consent processing company resources.	, ,			,						
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	04/16/2020	Auto-Approved	04/16/2020		1,251	1,251
								Total Shares	:	1,251	1,251

Votable

#### **IDEXX Laboratories, Inc.**

Meeting Date: 05/06/2020 Country: USA Primary Security ID: 45168D104 Meeting ID: 1412349 Record Date: 03/09/2020 Meeting Type: Annual Ticker: IDXX Primary CUSIP: 45168D104 Primary ISIN: US45168D1046 Primary SEDOL: 2459202 Proxy Level: 3 Shares Voted: 18 Votable Shares: 18 \*Shares on Loan: 0 Shares Instructed: 18 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 Rebecca M. Henderson	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is at least 30 percent diversity. There is both gender and racial diversity on the board.									
1b	Elect Director Lawrence D. Kingsley	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.									
1c	Elect Director Sophie V. Vandebroek	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is at least 30 percent dive	ersity There is	hoth gende	r and racial div	versity on the hoard					

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



## **IDEXX Laboratories, Inc.**

**Proposal Text** 

Proposal

Number

2	Ratify PricewaterhouseCoope Auditors	ers LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	e FOR this item is warran	nted because o	nly 13.77 p	ercent of the fee	s paid to the a	auditor are for			_	
3	Advisory Vote to Ratify Name Officers' Compensation	3							For		
	Voting Policy Rationale: A vote performance are reasonably a	, ,		e a concern	is noted regardir	ng long-term a	awards, pay and	1		_	
Ballot	Details										
	tional Account Detail me, IA Number)	Custodian Account Number	Ballot Sta	ntus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbli	ine Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/21/2020	Auto-Approved	04/21/2020		18	18

Mgmt Rec

ISS Rec

Voting

**Policy Rec** 

**Total Shares:** 

Vote

Instruction

18

18

Votable

Proposal

Proponent

## **International Flavors & Fragrances Inc.**

Meeting Date: 05/06/2020 Record Date: 03/10/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: IFF	curity ID: 459506101	Meeting ID: 1411302
<b>Primary CUSIP:</b> 459506101	<b>Primary ISIN:</b> US4595061015	Primary SEDO	<b>DL:</b> 2464165	Proxy Level: 3
	Shares Voted: 534	Votable Shares: 534	*Shares on Loan: 0	Shares Instructed: 534
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 Marcello V. Bottoli	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial	diversity on the bo	pard. There is	s at least 30 pe	ercent diversity.						
1b	Elect Director Michael L. Ducker	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 David R. Epstein	Mgmt	Yes	For	For	Against	Against				
	Elect Director Marcello V. Bottoli Mgmt Yes For										
1d	Elect Director Roger W. Ferguson, Jr.	Mgmt	Yes	For	For	Against	Against				
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender											
1.0	Flect Director John F. Ferraro	Mamt	Yes	For	For	For	For				



## **International Flavors & Fragrances Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1f	Elect Director Andreas Fibig		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 Christina Gold		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> .				
1h	Elect Director Katherine M. Huds	son	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 Dale F. Morrison		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1j	Elect Director Li-Huei Tsai		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> .				
1k	Elect Director Stephen Williamso	n	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 PricewaterhouseCoopers L Auditors	LP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrant	ed because or	aly 3.35 perc	cent of the fees	paid to the au	uditor are for				
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, su	ipport FOR thi	s proposal is	s warranted as	pay and perfo	rmance are				
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	04/11/2020	Auto-Approved	04/11/2020		534	534
								Total Shares	. ===	534	534

## **LPL Financial Holdings Inc.**

Meeting Date: 05/06/2020	Country: USA	Primary Security ID: 50212V100	<b>Meeting ID:</b> 1410795
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: LPLA	
Primary CUSIP: 50212V100	<b>Primary ISIN:</b> US50212V1008	Primary SEDOL: B75JX34	Proxy Level: 3



# **LPL Financial Holdings Inc.**

Total Ballo	ots: 1	Shares Voted: 68 Voting Policy: UUA		Votable Si	hares: 68		*Shares on Lo	<b>oan:</b> 0	:	Shares Instructed: 68	1
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1a	Elect Director Dan H. Arnold		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>				
1b	Elect Director Edward C. Berna	rd	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>				
1c	Elect Director H. Paulett Eberha	art	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>				
1d	Elect Director William F. Glavin,	, Jr.	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the			ard. There i	is at least 30 pe	ercent diversity	<i>'.</i>				
1e	Elect Director Allison H. Mnooki	in	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>				
1f	Elect Director Anne M. Mulcahy	,	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1g	Elect Director James S. Putnam	1	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	·.				
1h	Elect Director Richard P. Schifte	er	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			
1i	Elect Director Corey E. Thomas	:	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>				
2	Ratify Deloitte & Touche LLP as	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F non-audit purposes.	FOR this item is warrant	ted because or	nly 5.11 perc	cent of the fees	paid to the au	ıditor are for				
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.										
Ballot D		O t I'm			*	<b>D</b> -1	•	D-4			
	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	04/01/2020	Auto-Approved	04/06/2020		68	68
					<u>-</u>			Total Shares		68	68
					•						



#### PepsiCo, Inc.

Primary Security ID: 713448108 Meeting ID: 1409927 Meeting Date: 05/06/2020 Country: USA Record Date: 03/02/2020 Ticker: PEP Meeting Type: Annual Primary SEDOL: 2681511 **Primary CUSIP: 713448108** Primary ISIN: US7134481081 Proxy Level: 3 Shares Voted: 1,150 Votable Shares: 1,150 \*Shares on Loan: 0 Shares Instructed: 1,150 Total Ballots: 1 Voting Policy: UUA

Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director Shona L. Brown 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. 1b Elect Director Cesar Conde Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Ian Cook Mgmt 1c Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1d Elect Director Dina Dublon Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1e Elect Director 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. Elect Director Michelle Gass 1f Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1g Elect Director Ramon L. Laguarta 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 David C. Page Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Robert C. Pohlad 1i Mgmt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. For 1i Elect Director Daniel Vasella Mamt Yes For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1k Elect Director Darren Walker Mgmt For For For Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Alberto Weisser 11 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 KPMG LLP as Auditors Mgmt Yes For For For

Voting Policy Rationale: A vote FOR this item is warranted because only 1.23 percent of the fees paid to the auditor are for non-audit purposes.



## PepsiCo, 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: Although a concern is noted, a v reasonably aligned at this time.	rote FOR this p	proposal is v	varranted as pa	ay and performance are		
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warr meetings.	anted as it wo	ould enhance	e the existing s	hareholder right to call special	1	
5	Report on Sugar and Public Health	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn shareholders by increasing transparency regarding the confidence of the requested information would serve to practices sufficiently guard against potential financial, lits should not be an unduly burdensome or prohibitively cos	anted for the ompany's effo orovide greate igation and op	following rea rts to addres r assurance perational ris	asons:- Additionss the risks related to shareholders, ks to the firm;	nal disclosure would benefit ated the use of sugar;- s that the firm's initiatives and Implementing the proposal		

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/15/2020	Auto-Approved	04/15/2020	1,150	1,150
						Total Shares:	1,150	1,150

# **Perrigo Company plc**

Meeting Date: 05/06/2020 Record Date: 03/09/2020	Country: Ireland Meeting Type: Annual	Primary Sec Ticker: PRGC	urity ID: G97822103	<b>Meeting ID:</b> 1408587
<b>Primary CUSIP:</b> G97822103	Primary ISIN: IE00BGH1M568	Primary SEDO	<b>L:</b> BGH1M56	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 977 Voting Policy: UUA	Votable Shares: 977	*Shares on Loan: 0	Shares Instructed: 977

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director Bradley A. Alford	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 Rolf A. Classon	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minoi	rity director.	Less than 30%	of the board is diverse.		
1.3	Elect Director Adriana Karaboutis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minoi	rity director.	Less than 30%	of the board is diverse.		
1.4	Elect Director Murray S. Kessler	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minoi	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.



# **Perrigo Company plc**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on		
1.5	Elect Director Jeffrey B. Kindler		Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: The board nominee is employed full-time and			,		of the board i	is diverse.The					
1.6	Elect Director Erica L. Mann		Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: The board	does not include at l	east one mino	rity director.	Less than 30%	of the board i	is diverse.					
1.7	Elect Director Donal O'Connor		Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: The board	does not include at l	east one mino	rity director.	Less than 30%	of the board i	is diverse.					
1.8	Elect Director Geoffrey M. Parker		Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: The board	does not include at l	east one mino	rity director.	Less than 30%	of the board i	is diverse.					
1.9	Elect Director Theodore R. Samue	els	Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: The board	does not include at l	east one mino	rity director.	Less than 30%	of the board i	is diverse.					
2	Approve Ernst & Young LLP as Au Authorize Board to Fix Their Rem		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote FOI non-audit purposes.	R this item is warrant	ed because le	ss than one	percent of the	fees paid to th	e auditor are foi	r				
3	Advisory Vote to Ratify Named Ex Officers' Compensation	ecutive	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote FOI aligned.	R this proposal is war	ranted as CEC	pay and co	mpany perform	ance remain r	easonably					
4	Authorize Issue of Equity		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote FOI recommended limits.	R these resolutions is	warranted be	cause the pr	roposed amoun	ts and duration	ns are within					
5	Authorize Issuance of Equity with Preemptive Rights	out	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote FOI recommended limits.	R these resolutions is	warranted be	cause the pi	roposed amoun	ts and duration	ns are within					
Ballot D												
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Sha	es Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/18/2020	Auto-Approved	04/18/2020		977		977
								Total Shares:		977		977

# **Phillips 66**

Meeting Date: 05/06/2020	Country: USA	Primary Security ID: 718546104	Meeting ID: 1411886
Record Date: 03/11/2020	Meeting Type: Annual	Ticker: PSX	
Primary CUSIP: 718546104	Primary ISIN: US7185461040	Primary SEDOL: B78C4Y8	Proxy Level: 3



## **Phillips 66**

		Shares Voted: 1,355		Votable Si	hares: 1,355		*Shares on Lo	oan: 0	:	Shares Instructed: 1	,355
Total Ball	ots: 1	Voting Policy: UUA									
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1a	Elect Director Charles M. Holley		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	/.				
1b	Elect Director Glenn F. Tilton		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	/.				
1c	Elect Director Marna C. Whitting	gton	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	/.				
2	Ratify Ernst & Young LLP as Au	ditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Forman Policy Rationale: A vot	OR this item is warra	nted because or	nly 2.07 perc	cent of the fees	s paid to the at	uditor are for				
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 w	arranted, as pay	and perfor	mance are reas	sonably aligned	d at this time.				
4	Report on Risks of Gulf Coast Po Investments	etrochemical	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote For about how the company is assess storms, flooding, and sea level rise.	sing and managing ri	•								
Ballot D	<b>Details</b>										
	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	04/14/2020	Auto-Approved	04/14/2020		1,355	1,355

#### **Six Flags Entertainment Corporation**

Elect Director B. Ben Baldanza

1.1

Meeting Date: 05/06/2020 Record Date: 03/11/2020	Country: USA Meeting Type: Annual	Primar Ticker:	y Security ID: 83001A102 SIX	<b>Meeting ID:</b> 1409387
Primary CUSIP: 83001A102	Primary ISIN: US83001A1025	Primary	SEDOL: B43VKB8	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	Voting ISS Rec Policy Rec	Vote Instruction

**Total Shares:** 

Withhold

Withhold

1,355

1,355

Yes

Mgmt

For

For



#### **Six Flags Entertainment Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: Less than 30% of the boa	rd is diverse.					
1.2	Elect Director Selim Bassoul	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the boa	rd is diverse.					
1.3	Elect Director Kurt M. Cellar	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the boa	rd is diverse.					
1.4	Elect Director Nancy A. Krejsa	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the boa	rd is diverse.					
1.5	Elect Director Richard W. Roedel	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the boa	rd is diverse.					
1.6	Elect Director Arik Ruchim	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the boa	rd is diverse.					
1.7	Elect Director Michael Spanos	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the boa	rd is diverse.					
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is we non-audit purposes.	arranted because on	ly 3.34 perc	ent of the fees	s 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 warranted. The compensation committee made meaningful changes to the pay program in response to shareholders' concerns. The most notable changes are to the LTI program for 2020, under which annual LTIs will be half performance-based, while stock options with dividend equivalent rights will be removed. The equity awards granted to the new CEO in 2019 were almost entirely time-based, although concerns over the performance-based nature of his pay are sufficiently mitigated by the timing of the new CEO's appointment, which occurred late in the year, and the positive changes to the LTI program in 2020. In addition, the new CEO's salary was set at a level more in line with peer CEOs than his predecessor, and no annual incentives were earned when the threshold EBITDA goal was not achieved. On balance, support for this proposal is warranted. Shareholders should closely monitor pay program changes and outcomes going forward, however, in light of future changes to the pay program effective in 2020.

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	04/24/2020	Auto-Approved	04/24/2020	100	100
						Total Shares:	100	100



## **WEC Energy Group, Inc.**

Meeting Date: 05/06/2020 Record Date: 02/26/2020	Country: USA Meeting Type: Annual		imary Security ID: 92939U106 cker: WEC	Meeting ID: 1411707
<b>Primary CUSIP:</b> 92939U106	<b>Primary ISIN:</b> US92939U1060	Pr	imary SEDOL: BYY8XK8	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 10	0 *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
1.1	Elect Director Patricia W. Chadwick	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full	t-time and sits of	n boards at i	more than 2 p	ublic companies.		
1.2	Elect Director Curt S. Culver	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.		
1.3	Elect Director Danny L. Cunningham	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.		
1.4	Elect Director William M. Farrow, III	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 ger	nder	
1.5	Elect Director Thomas J. Fischer	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.		
1.6	Elect Director J. Kevin Fletcher	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.		
1.7	Elect Director Maria C. Green	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.		
1.8	Elect Director Gale E. Klappa	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 ger	nder	
1.9	Elect Director Henry W. Knueppel	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.		
1.10	Elect Director Thomas K. Lane	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 ger	nder	
1.11	Elect Director Ulice Payne, Jr.	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 ger	nder	
1.12	Elect Director Mary Ellen Stanek	Mgmt	Yes	For	For	For	For



### **WEC Energy Group, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	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 war	rranted as pay	and perform	mance are reas	onably aligned	at this time.				
3	Ratify Deloitte & Touche LLP	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrant	ted because le	ss than one	percent of the	fees paid to th	ne auditor are fo	or			
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
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	04/06/2020	Auto-Approved	04/06/2020		100	100
								Total Shares		100	100

### Alaska Air Group, Inc.

Meeting Date: 05/07/2020 Record Date: 03/16/2020	Country: USA Meeting Type: Annual	Primary Seco Ticker: ALK	urity ID: 011659109	<b>Meeting ID:</b> 1413303
<b>Primary CUSIP:</b> 011659109	<b>Primary ISIN:</b> US0116591092	Primary SEDO	<b>L:</b> 2012605	Proxy Level: 3
	Shares Voted: 107	Votable Shares: 107	*Shares on Loan: 0	Shares Instructed: 107
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
1a	Elect Director Patricia M. Bedient	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 James A. Beer	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 Marion C. Blakey	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.		
1d	Elect Director Raymond L. Conner	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.		
1e	Elect Director Dhiren R. Fonseca	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 Kathleen T. Hogan	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.		



### Alaska Air Group, Inc.

lumber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1g	Elect Director Susan J. Li	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 Benito Minicucci	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 Helvi K. Sandvik	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 J. Kenneth Thompson	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 pe			more than 2 pe	ublic companies.There is gende	er	
1k	Elect Director Bradley D. Tilden	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 Eric K. Yeaman	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 war are targeted to be half performance conditioned and an		•				
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrant purposes.	ed because no	one of the fe	es paid to the	auditor are for non-audit		
1	Report on Political Contributions Disclosure	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is we memberships and payments can help shareholders asse company's management of associated risks and benefit	ess Alaska Air s					
5	Report on Lobbying Payments and Policy	SH	Yes	Against	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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2020	Auto-Approved	04/16/2020	107	107
			_			Total Shares:	107	107

Record Date: 03/16/2020

Primary CUSIP: 039483102



Proxy Level: 3

Shares Instructed: 2,326

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Archer-Daniels-Midland Company**

Primary Security ID: 039483102 Meeting ID: 1411669 Meeting Date: 05/07/2020 Country: USA

Ticker: ADM

Primary SEDOL: 2047317

\*Shares on Loan: 0

Votable Shares: 2,326

Shares Voted: 2,326 Total Ballots: 1 Voting Policy: UUA

Meeting Type: Annual

Primary ISIN: US0394831020

Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director Michael S. Burke 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. 1b Elect Director Terrell K. Crews 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. Elect Director Pierre Dufour Mgmt Yes 1c For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1d Elect Director Donald E. Felsinger 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 Suzan F. Harrison Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1f Elect Director Juan R. Luciano 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 Patrick J. Moore Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director Francisco J. Sanchez 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 Debra A. Sandler 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 Lei Z. Schlitz Mamt Yes For For For For 1j Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1k Elect Director Kelvin R. Westbrook 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. Ratify Ernst & Young LLP as Auditors Mamt For For For Voting Policy Rationale: A vote FOR this item is warranted because only 12.30 percent of the fees paid to the auditor are for

non-audit purposes.



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Archer-Daniels-Midland Company**

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	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Foreview.	OR this proposal is wan	ranted as pay	and perforn	nance are reasc	nably aligned	for the year in				
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based or	n the Equity Plan Scored	card evaluation	n (EPSC), a	vote FOR this p	roposal is war	ranted.				
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	04/10/2020	Auto-Approved	04/10/2020		2,326	2,326
								Total Shares		2,326	2,326

### **Axis Capital Holdings Limited**

Meeting Date: 05/07/2020 Record Date: 03/13/2020	Country: Bermuda Meeting Type: Annual	Primary Seconomic AXS	urity ID: G0692U109	<b>Meeting ID:</b> 1415732
Primary CUSIP: G0692U109	Primary ISIN: BMG0692U1099	Primary SEDO	<b>L:</b> 2677606	Proxy Level: N/A
	Shares Voted: 316	Votable Shares: 316	*Shares on Loan: 0	Shares Instructed: 316
Total Ballots: 1	Voting Policy: UUA			

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
Elect Director Thomas C. Ramey	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board does not include	le at least one mino	rity director.				
Elect Director Wilhelm Zeller	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board does not include	le at least one mino	rity director.				
Elect Director Lizabeth H. Zlatkus	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board does not include	le at least one mino	rity director.				
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Elect Director Thomas C. Ramey  Voting Policy Rationale: The board does not include  Elect Director Wilhelm Zeller  Voting Policy Rationale: The board does not include  Elect Director Lizabeth H. Zlatkus  Voting Policy Rationale: The board does not include  Advisory Vote to Ratify Named Executive	Elect Director Thomas C. Ramey Mgmt  Voting Policy Rationale: The board does not include at least one minor  Elect Director Wilhelm Zeller Mgmt  Voting Policy Rationale: The board does not include at least one minor  Elect Director Lizabeth H. Zlatkus Mgmt  Voting Policy Rationale: The board does not include at least one minor  Advisory Vote to Ratify Named Executive Mgmt	Proposal Text Proposal  Elect Director Thomas C. Ramey Mgmt Yes  Voting Policy Rationale: The board does not include at least one minority director.  Elect Director Wilhelm Zeller Mgmt Yes  Voting Policy Rationale: The board does not include at least one minority director.  Elect Director Lizabeth H. Zlatkus Mgmt Yes  Voting Policy Rationale: The board does not include at least one minority director.  Advisory Vote to Ratify Named Executive Mgmt Yes	Proposal Text Proposal  Elect Director Thomas C. Ramey Mgmt Yes For  Voting Policy Rationale: The board does not include at least one minority director.  Elect Director Wilhelm Zeller Mgmt Yes For  Voting Policy Rationale: The board does not include at least one minority director.  Elect Director Lizabeth H. Zlatkus Mgmt Yes For  Voting Policy Rationale: The board does not include at least one minority director.  Advisory Vote to Ratify Named Executive Mgmt Yes For	Proposal Text Proposal Mgmt Rec ISS Rec  Elect Director Thomas C. Ramey Mgmt Yes For For  Voting Policy Rationale: The board does not include at least one minority director.  Elect Director Wilhelm Zeller Mgmt Yes For For  Voting Policy Rationale: The board does not include at least one minority director.  Elect Director Lizabeth H. Zlatkus Mgmt Yes For For  Voting Policy Rationale: The board does not include at least one minority director.  Advisory Vote to Ratify Named Executive Mgmt Yes For For	Proposal Text Proposal Mgmt Rec ISS Rec Policy Rec  Elect Director Thomas C. Ramey Mgmt Yes For For Withhold  Voting Policy Rationale: The board does not include at least one minority director.  Elect Director Wilhelm Zeller Mgmt Yes For For Withhold  Voting Policy Rationale: The board does not include at least one minority director.  Elect Director Lizabeth H. Zlatkus Mgmt Yes For For Withhold  Voting Policy Rationale: The board does not include at least one minority director.  Advisory Vote to Ratify Named Executive Mgmt Yes For For For For

Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. In response to last year's low say-on-pay result, the company disclosed shareholder outreach and feedback, and made some changes to FY19 and FY20 pay programs according to investors' cited concerns. Equity awards granted for FY19 performance are stated to be 60 percent performance-conditioned, with a more challenging relative-TSR target, a lower maximum payout opportunity, and a cap on PSU vesting in the event of negative three-year returns. Further, a recent 8-K filing indicates that future PSU awards will vest at 0 percent if threshold performance is not achieved. This mitigates a significant concern regarding performance rigor in the LTI program. Shareholders are advised to closely examine disclosure around PSU award design in next year's proxy statement.

Proposal



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Axis Capital Holdings Limited**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction	
3	Approve Deloitte Ltd. as Auditors Authorize Board to Fix Their Ren		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: A vote FC non-audit purposes.	DR this item is warrante	ed because on	ly 1.14 perc	cent of the fees	paid to the au	uditor are 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	04/23/2020	Auto-Approved	04/23/2020	316	316
								Total Shares:	316	316

Voting

Vote

Votable

### **Boston Scientific Corporation**

Total Ballots: 1	Shares Voted: 903 Voting Policy: UUA	Votable Shares: 903	*Shares on Loan: 0	Shares Instructed: 903
<b>Primary CUSIP:</b> 101137107	<b>Primary ISIN:</b> US1011371077	Primary SEDO	<b>DL:</b> 2113434	Proxy Level: 4
Meeting Date: 05/07/2020 Record Date: 03/13/2020	Country: USA  Meeting Type: Annual	Primary Sec Ticker: BSX	curity <b>ID:</b> 101137107	Meeting ID: 1411873

posal mber	Proposal Text	Proponent	Votable Proposal	l Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
a	Elect Director Nelda J. Connors	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employ and racial diversity on the board. There is at lea			t more than 2	public companies.Th	ere is gender	
b	Elect Director Charles J. Dockendorff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rac	cial diversity on the L	oard. There	is at least 30	percent diversity.		
С	Elect Director Yoshiaki Fujimori	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employ and racial diversity on the board. There is at lea	ast 30 percent divers	ty.		, ,	J	
d	, ,			<i>t more than 2</i> For	<i>public companies.Th</i> For	<i>ere is gender</i> For	For
	and racial diversity on the board. There is at lea	ast 30 percent divers.  Mgmt	ity. Yes	For	For	J	For
	and racial diversity on the board. There is at lea	ast 30 percent divers.  Mgmt	ity. Yes	For	For	J	For
d	and racial diversity on the board. There is at lease Elect Director Donna A. James  Voting Policy Rationale: There is gender and racing the second sec	nst 30 percent divers Mgmt cial diversity on the b Mgmt	Yes noard. There Yes	For is at least 30 For	For  percent diversity.  For	For	
d	and racial diversity on the board. There is at lease Elect Director Donna A. James  Voting Policy Rationale: There is gender and race Elect Director Edward J. Ludwig	nst 30 percent divers Mgmt cial diversity on the b Mgmt	Yes noard. There Yes	For is at least 30 For	For  percent diversity.  For	For	
d e	and racial diversity on the board. There is at lease Elect Director Donna A. James  Voting Policy Rationale: There is gender and race Elect Director Edward J. Ludwig  Voting Policy Rationale: There is gender and race	Mgmt  Mgmt  Mgmt  Mgmt  Mgmt  cial diversity on the L  Mgmt  Mgmt	Yes  Yes  noard. There  Yes  noard. There  Yes	For  is at least 30  For  is at least 30  For	For  percent diversity.  For  percent diversity.  For	For	For

<sup>\*</sup>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 Instruct
1h	Elect Director David J. Roux	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 John E. Sununu	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 Ellen M. Zane	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 wan	ranted as pay	performance	e are reasonab	ly aligned at this time.		
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	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrants non-audit purposes.	ed because les	ss than one ,	percent of the	fees paid to the auditor are fo	pr	
5	Report on Non-Management Employee Representation on the Board of Directors	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is disclosures appear to be providing it with adequate over report may meaningfully address risks related to the cor	rsight of worki	force issues.				
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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2020	Auto-Approved	04/23/2020	903	903
						Total Shares:	903	903

### **Curtiss-Wright Corporation**

Elect Director David C. Adams

1.1

Meeting Date: 05/07/2020 Record Date: 03/10/2020	Country: USA Meeting Type: Annual		Primary Security ID: 231561101 Ticker: CW	<b>Meeting ID:</b> 1411049	
Primary CUSIP: 231561101	<b>Primary ISIN:</b> US2315611010	ı	Primary SEDOL: 2241205	Proxy Level: 3	
Total Ballots: 1	Shares Voted: 1,208 Voting Policy: UUA	Votable Shares:	1,208 *Shares o	<b>1 Loan:</b> 0	Shares Instructed: 1,208
Proposal Number Proposal Text	Proponent	Votable Proposal Mgm	nt Rec ISS Rec	Voting Policy Rec	Vote Instruction

Yes

Mgmt

For

Withhold

Withhold

For

Institutional Account Detail

Rhumbline Custom S&P Index, 6728029082

(IA Name, IA Number)



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Curtiss-Wright Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.2	Elect Director Dean M. Flatt	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.3	Elect Director S. Marce Fuller	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.4	Elect Director Bruce D. Hoechner	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.5	Elect Director Glenda J. Minor	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.6	Elect Director John B. Nathman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.7	Elect Director Robert J. Rivet	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.8	Elect Director Albert E. Smith	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.9	Elect Director Peter C. Wallace	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted non-audit purposes.	ed because on	ly 6.16 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 D	Voting Policy Rationale: Although some concerns are not reasonably aligned at this time.	ted, a vote FC	R this propo	sal is warrante	d as pay and performance are	?	

**Ballot Status** 

Confirmed

**Account Number** 

6728029082

Instructor

Auto-Instructed

Date

Instructed

04/06/2020

Approver

Auto-Approved

Date

Approved

04/07/2020

Total Shares:

**Votable Shares** 

1,208

1,208

Shares Voted

1,208

1,208



### **DTE Energy Company**

Meeting Date: 05/07/2020Country: USAPrimary Security ID: 233331107Meeting ID: 1406925Record Date: 03/10/2020Meeting Type: AnnualTicker: DTE

 Primary CUSIP: 233331107
 Primary ISIN: US2333311072
 Primary SEDOL: 2280220
 Proxy Level: 3

Shares Voted: 291 Votable Shares: 291 \*Shares on Loan: 0 Shares Instructed: 291

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 Gerard M. Anderson	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 A. Brandon	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 Charles G. McClure, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	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	ler	
1.4	Elect Director Gail J. McGovern	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 Mark A. Murray	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 Gerardo Norcia	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 Ruth G. Shaw	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 Robert C. Skaggs, Jr.	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.		
1.9	Elect Director David A. Thomas	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.		
1.10	Elect Director Gary H. Torgow	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 James H. Vandenberghe	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.		
1.12	Elect Director Valerie M. Williams	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:** 1411703

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **DTE Energy Company**

Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Policy Rec	Vote Instructi	ion	
2	Ratify PricewaterhouseCooper Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrai	nted because or	aly 10.86 pe	rcent of the fee	es paid to the a	auditor are for				
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although performance at this time.	gh concerns are noted,	a vote FOR this	proposal is	warranted, as	pay is reasona	ably aligned with	ጎ			
4	Report on Political Contribution	ns	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote policies, memberships, and exe political contribution activities a	ecutive-level oversight n	mechanisms can	help share	holders assess i						
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	04/16/2020	Auto-Approved	04/16/2020		291	291
								Total Shares		291	291

# **Eastman Chemical Company**

Meeting Date: 05/07/2020

**Record Date:** 03/16/2020

Country: USA

Meeting Type: Annual

Primary C	CUSIP: 277432100 Pri	mary ISIN: US27743210	002		Primary :	SEDOL: 2298386		Proxy Level: 3		
Total Ball		ires Voted: 795		Votable Shares: 795		*Shares on Lo	oan: 0	Shares Instructed: 795		
Proposal Number	Proposal Text	Pr	roponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director Humberto P. Alfonso	М	lgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The nominee aggregate fees paid to the company's percent diversity.									
1.2	Elect Director Brett D. Begemann	М	lgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gend	ler and racial diversity	on the boa	ard. There is	at least 30 pe	ercent diversity.				
1.3	Elect Director Mark J. Costa	М	lgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gend	ler and racial diversity	on the boa	ard. There is	s at least 30 pe	ercent diversity.				
1.4	Elect Director Edward L. Doheny, II	М	lgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gend	ler and racial diversity	on the boa	ard. There is	s at least 30 pe	ercent diversity.				

Primary Security ID: 277432100

Ticker: EMN

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



# **Eastman Chemical Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
1.5	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	is at least 30 pe	ercent diversity	/.				
1.6	Elect Director Renee J. Hornba	ker	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nor aggregate fees paid to the compercent diversity.										
1.7	Elect Director Kim Ann Mink		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nor aggregate fees paid to the compercent diversity.										
1.8	Elect Director James J. O'Brien		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nor aggregate fees paid to the compercent diversity.										
1.9	Elect Director David W. Raisbe	ck	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	/.				
1.10	Elect Director Charles K. Steve	ns, III	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	/.				
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote P	FOR this proposal is wa	arranted as CEC	pay and co	ompany perforn	nance remain i	relatively aligned	1.			
3	Ratify PricewaterhouseCoopers Auditors	LLP as	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: A vote A represent 47.57 percent of the tindependence of the auditor.		,	,							
4	Provide Right to Act by Written	Consent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote I shareholder rights.	FOR this proposal is wa	arranted given t	that the abil	ity to act by wr	itten consent v	would 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	04/10/2020	Auto-Approved	04/10/2020		795	795
								Total Shares:		795	795



### **Ecolab Inc.**

Meeting Date: 05/07/2020 Country: USA Primary Security ID: 278865100 **Meeting ID:** 1410055 **Record Date:** 03/09/2020 Ticker: ECL Meeting Type: Annual Primary CUSIP: 278865100 Primary ISIN: US2788651006 Primary SEDOL: 2304227 Proxy Level: 3 Shares Voted: 494 Votable Shares: 494 \*Shares on Loan: 0 **Shares Instructed: 494** Voting Policy: UUA Total Ballots: 1

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Douglas M. Baker, Jr.	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 Shari L. Ballard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent aggregate fees paid to the company's external auditor. percent diversity.						
1c	Elect Director Barbara J. Beck	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 Jeffrey M. Ettinger	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 Arthur J. Higgins	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 gend	ler	
1f	Elect Director Michael Larson	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 gend	ler	
1g	Elect Director David W. MacLennan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent aggregate fees paid to the company's external auditor. percent diversity.						
1h	Elect Director Tracy B. McKibben	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent aggregate fees paid to the company's external auditor, percent diversity.						
1i	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent aggregate fees paid to the company's external auditor, percent diversity.						
1j	Elect Director Victoria J. Reich	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The pominee is an incumbent	memher of the	audit comm	nittee and non-	audit fees exceed 25% of the		

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.



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Ecolab Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1k	Elect Director Suzanne M. Vau	trinot	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			
11	Elect Director John J. Zillmer		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	ler			
2	Ratify PricewaterhouseCoopers Auditors	s LLP as	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: A vote represent 29.54 percent of the independence of the auditor.			•	-						
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote of review. Annual incentives were granted equity is performance of	based on a pre-set obje				, -	•	of			
4	Amend Proxy Access Right		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote is limit would improve the compara				limination of th	e 20-sharehold	der aggregation				
Ballot D	<b>Details</b>										
	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	04/16/2020	Auto-Approved	04/16/2020		494	494
								Total Shares:		494	494

### **Edwards Lifesciences Corporation**

Meeting Date: 05/07/2020 Country: USA Record Date: 03/13/2020 Meeting Type: Annual				Primary Ticker:	Security ID:	28176E108	<b>Meeting ID:</b> 1411879	
Primary CUSIP: 28176E108 Primary ISIN: US28:			76E1082		Primary	<b>SEDOL:</b> 2567116	Proxy Level: 3	
		Shares Voted: 2,425		Votable Sh	nares: 2,425		*Shares on Loan: 0	Shares Instructed: 2,425
Total Ballo	ots: 1	Voting Policy: UUA						
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy F	Vote Rec Instruction
1a	Elect Director Michael A. Mu	ssallem	Mgmt	Yes	For	For	Against	Against

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

Institutional Account Detail

Sands Capital Mgnt, 6728029078

(IA Name, IA Number)



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Edwards Lifesciences Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1b	Elect Director Kieran T. Gallahue	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include on boards at more than 2 public companies.	at least one mino	rity director	The nominee	is employed full-time and sits		
1c	Elect Director Leslie S. Heisz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	at least one mino	rity director.				
1d	Elect Director William J. Link	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include on boards at more than 2 public companies.	at least one mino	rity director.	The nominee	is employed full-time and sits		
1e	Elect Director Steven R. Loranger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	at least one mind	rity director.				
1f	Elect Director Martha H. Marsh	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	at least one mino	rity director.				
1g	Elect Director Ramona Sequeira	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	at least one mino	rity director.				
1h	Elect Director Nicholas J. Valeriani	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: A vote FOR this proposal is review.	warranted as pay	and perform	nance are reas	sonably aligned for the year in		
3	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is a reasonable range; - The plan does not allow for reburn rate is reasonable.	_					
4	Approve Stock Split	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is proposal appears to be in shareholders' best interes		dering the co	ompany's rece	nt stock price information, this	7	
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is wan non-audit purposes.	ranted because or	nly 11.57 pe	rcent of the fe	es paid to the auditor are for		
6	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against

**Ballot Status** 

Confirmed

Custodian

6728029078

**Account Number** 

Instructor

Auto-Instructed

Date

04/10/2020

Approver

Auto-Approved

Date

Approved

04/10/2020

**Votable Shares** 

2,425

**Shares Voted** 

2,425



### **Edwards Lifesciences Corporation**

Country: USA

Meeting Type: Annual

Total Shares:	2,425	2,425

**Meeting ID:** 1409958

### **IDEX Corporation**

Meeting Date: 05/07/2020

**Record Date:** 03/13/2020

Primary C	USIP: 45167R104 Prim	ary ISIN: US45167R1041		Primary	<b>SEDOL:</b> 2456612		Proxy Level: 4
otal Ball		es Voted: 789 ng Policy: UUA	Votable	<b>Shares:</b> 789	K	*Shares on Loan: 0	Shares Instructed: 78
oposal ımber	Proposal Text	Propon	Votable ent Proposa		ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew K. Silvernail	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board doe	s not include at least one i	minority direct	or.Less than 309	% of the board is	diverse.	
1.2	Elect Director Katrina L. Helmkamp	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board doe	s not include at least one i	minority direct	or.Less than 309	% of the board is	diverse.	
1.3	Elect Director Mark A. Beck	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board doe nominee is an incumbent member of the company's external auditor.		,				
1.4	Elect Director Carl R. Christenson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board doe	s not include at least one	minority direct	or.Less than 309	% of the board is	diverse.	
2	Advisory Vote to Ratify Named Execut Officers' Compensation	ive Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this	s proposal is warranted as	CEO pay and	company perfor	mance are relative	ely aligned.	

Primary Security ID: 45167R104

Ticker: IEX

Voting Policy Rationale: A vote AGAINST this proposal is warranted, given that the company's current board framework and disclosures appear to be providing it with adequate oversight of workforce issues. In addition, it is unclear how the requested report may meaningfully address risks related to the company's workforce.

Yes

SH

#### **Ballot Details**

independence of the auditor.

Board of Directors

Report on Employee Representation on the

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2020	Auto-Approved	04/23/2020	789	789
			_			Total Shares:	789	789

Against

Against

Against

Against



# **IDEX Corporation**

Roge	ers Corporation										
_	<b>Date:</b> 05/07/2020 <b>Date:</b> 03/05/2020	Country: USA Meeting Type: An	nual		Primary Ticker:	<b>/ Security ID</b> ROG	<b>:</b> 775133101			Meeting ID: 141	3192
Primary C	<b>USIP:</b> 775133101	Primary ISIN: US775	51331015		Primary	<b>SEDOL:</b> 274670	0			Proxy Level: 3	
Total Ballo	ots: 1	Shares Voted: 984 Voting Policy: UUA		Votable S	hares: 984		*Shares on Lo	<b>oan:</b> 0		Shares Instructed:	984
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1.1	Elect Director Keith L. Barnes	:	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	/ <b>.</b>			-	
1.2	Elect Director Bruce D. Hoech	nner	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 pe	ercent diversity	/ <b>.</b>			-	
1.3	Elect Director Carol R. Jensen	1	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 pe	ercent diversity	<i>/.</i>				
1.4	Elect Director Ganesh Moorth	у	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 pe	ercent diversity	<i>/.</i>			-	
1.5	Elect Director Jeffrey J. Owen	ns	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 pe	ercent diversity	/ <b>.</b>				
1.6	Elect Director Helene Simone	t	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	/.			-	
1.7	Elect Director Peter C. Wallac	re	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	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns were identi		arranted as pay	and perfori	mance are reas	onably aligned	and no			-	
3	Ratify PricewaterhouseCoope Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warra	nted because or	nly 5.53 per	cent of the fees	s paid to the au	uditor are 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
WCM Inve	stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	04/09/2020	Auto-Approved	04/09/2020		984	984
								Total Shares	: ===	984	984



Shares Instructed: 2,368

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Rogers Corporation**

### **The Kraft Heinz Company**

**Primary Security ID:** 500754106 Meeting ID: 1412920 Meeting Date: 05/07/2020 Country: USA **Record Date:** 03/09/2020 Meeting Type: Annual Ticker: KHC **Primary CUSIP:** 500754106 Primary ISIN: US5007541064 Primary SEDOL: BYRY499 Proxy Level: 3

\*Shares on Loan: 0

Votable Shares: 2,368

Total Ballots: 1 Voting Policy: UUA

Shares Voted: 2,368

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Gregory E. Abel	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 pe	ercent diversity.		
1b	Elect Director Alexandre Behring	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 pe	ercent diversity.		
1c	Elect Director John T. Cahill	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 pe	ercent diversity.		
1d	Elect Director Joao M. Castro-Neves	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 pe	ercent diversity.		
1e	Elect Director Timothy Kenesey	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 pe	ercent diversity.		
1f	Elect Director Jorge Paulo Lemann	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 pe	ercent diversity.		
1g	Elect Director Susan Mulder	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 pe	ercent diversity.		
1h	Elect Director John C. Pope	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.There is g	nender	
<b>1</b> i	Elect Director Elio Leoni Sceti	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.There is g	nender	
1j	Elect Director Alexandre Van Damme	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 pe	ercent diversity.		
1k	Elect Director George Zoghbi	Mgmt	Yes	For	For	For	For

Proposal



Voting

Vote

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **The Kraft Heinz Company**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote front-loaded equity awards that the CEO's front-loaded equity a heightened with respect to the performance shares, most of the CEO will be eligible to receive a ongoing performance goals. Further of the CEO's performance away with a termination of employment.	t underscore the current wards are meant to co front-loaded awards. It he CEO's performance s further equity awards, of urther, the company do rds, nor does it clearly of	nt pay-for-perfo over equity-base While the majorn shares are earne effectively reduces on the disclose in	rmance misa d pay until 2 ity of the fro ed during a p ing the port forward-look	alignment. Give 2023, pay-for-p nt-loaded awar performance pe ion of annualize ing performanc	In that the con erformance co ds were grant eriod that ends ed pay that is the goals for the	npany states the nsiderations are ed in the form o well before the based on e large majority	e of			
3	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based	on the Equity Plan Scol	recard evaluatio	n (EPSC), a	vote FOR this p	proposal is wa	rranted.				
4	Ratify PricewaterhouseCooper Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warra	nted because of	nly 11.03 pe	rcent of the fee	es paid to the a	auditor are for				
5	Reduce Supermajority Vote R	equirement	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: Approvenence of unaffiliated shareholders	, ,				lders' voting po	ower at the				
Ballot D											
	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	04/17/2020	Auto-Approved	04/17/2020		2,368	2,368
								Total Shares	<u></u>	2,368	2,368

Votable

### Transocean Ltd.

_	Date: 05/07/2020 Date: 04/20/2020	Country: Switzerland Meeting Type: Annu			Primar Ticker:	<b>/ Security ID:</b> RIG	H8817H100		Meeting ID: 1414088
Primary C	USIP: H8817H100	Primary ISIN: CH0048	265513		Primary	SEDOL: B3KFW\	W1		Proxy Level: N/A
		Shares Voted: 828		Votable Sh	nares: 828		*Shares on Lo	an: 0	Shares Instructed: 828
Total Ballo	ots: 1	Voting Policy: UUA							
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction
1	Accept Financial Statements an	d Statutory	Mgmt	Yes	For	For		For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as this is a routine item.



### **Transocean Ltd.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
2	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this routine item is	warranted.					
3	Appropriation of Available Earnings for Fiscal Year 2019	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to call	ry forward the	company's	accumulated l	oss is warranted.		
4	Approve the Renewal of Authorized Share Capital without Preemptive Rights	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wal rights to 10 percent of share capital.	rranted becaus	se it would lii	mit issuances i	in exclusion of preemptive		
5A	Elect Director Glyn A. Barker	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.		
5B	Elect Director Vanessa C.L. Chang	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.		
5C	Elect Director Frederico F. Curado	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.		
5D	Elect Director Chadwick C. Deaton	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.		
5E	Elect Director Vincent J. Intrieri	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 pc			more than 2 p	ublic companies.There is go	ender	
5F	Elect Director Samuel J. Merksamer	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.		
5G	Elect Director Frederik W. Mohn	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.		
5H	Elect Director Edward R. Muller	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.		
51	Elect Director Diane de Saint Victor	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 p.			more than 2 p	ublic companies.There is go	ender	
5J	Elect Director Tan Ek Kia	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 p.			more than 2 p	ublic companies.There is go	ender	
5K	Elect Director Jeremy D. Thigpen	Mgmt	Yes	For	For	For	For



### **Transocean Ltd.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
6	Elect Chadwick C. Deaton as Board Chairman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the election of Co of chairman and CEO are separated and there are no				s warranted given the	at the roles	
7A	Appoint Glyn A. Barker 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				the	
7B	Appoint Samuel J. Merksamer 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				the	
7C	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				the	
8	Designate Schweiger Advokatur / Notariat as Independent Proxy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is w	varranted due to	the lack of c	concerns.			
9	Appointment Of Ernst & Young LLP as Independent Registered Public Accounting Firm for Fiscal Year 2020, 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: A vote FOR this item is warrannon-audit purposes.	anted because le	ss than one ,	percent of the	fees paid to the audi	itor are for	
10	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 perforn	nance are reas	onably aligned at this	s time.	
11A	Approve Maximum Remuneration of Board of Directors for the Period Between the 2020 and 2021 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	ise the prop	osed amount i	s in line with market	practice.	
11B	Approve Maximum Remuneration of the Executive Management Team for Fiscal Year 2021 in the Amount of USD 24 Million	Mgmt	Yes	For	For	For	For

the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the US say-on-pay analysis. Support is further warranted given that the board has proposed a flat pay envelope for the executive management team.



### **Transocean Ltd.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction		
12	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	roposal is war	ranted.				
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Sh	ares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/29/2020	Auto-Approved	04/29/2020		828	828
								Total Shares:		828	828

### **Verizon Communications Inc.**

Meeting Date: 05/07/2020 Record Date: 03/09/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: VZ	urity ID: 92343V104	<b>Meeting ID:</b> 1410798
Primary CUSIP: 92343V104	<b>Primary ISIN:</b> US92343V1044	Primary SEDO	<b>L:</b> 2090571	Proxy Level: 4
	Shares Voted: 6,738	Votable Shares: 6,738	*Shares on Loan: 0	Shares Instructed: 6,738
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 Shellye L. Archambeau	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.		
1.2	Elect Director Mark T. Bertolini	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.		
1.3	Elect Director Vittorio Colao	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.		
1.4	Elect Director Melanie L. Healey	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.		
1.5	Elect Director Clarence Otis, Jr.	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.		
1.6	Elect Director Daniel H. Schulman	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.		
1.7	Elect Director Rodney E. Slater	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.		
1.8	Elect Director Hans E. Vestberg	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.		

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



### **Verizon Communications Inc.**

Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
Number	Proposal Text	Proponent	Proposar	Myllic Rec	133 KeC	Policy Rec	Ilistructi
1.9	Elect Director Gregory G. Weaver	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	liversity on the bo	ard. There	is at least 30 μ	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 review. Although concerns are noted in regard to ce primarily performance-based, and equity awards rel	rtain perquisites,	both short-	and long-tern		7	
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warn non-audit purposes.	ranted because or	aly 7.66 perc	cent of the fee	es paid to the auditor are for		
4	Eliminate Above-Market Earnings in Executive Retirement Plans	SH	Yes	Against	For	For	For
		warranted. The n	roposal is na	arrowly tailore	d to eliminate a benefit that i	5	
5	Voting Policy Rationale: A vote FOR this proposal is not a best practice. Although no participant received been eliminated from the program. Lastly, above-me provide a benefit to executives which is not available Reduce Ownership Threshold for	I above-market ea arket earnings are	not a perfo	ormance-based			For
5	not a best practice. Although no participant received been eliminated from the program. Lastly, above-m provide a benefit to executives which is not available	d above-market ea arket earnings are e to the broader e	not a perfo employee po	ormance-based opulation.	d element of compensation ar	nd	For
5	not a best practice. Although no participant received been eliminated from the program. Lastly, above-m provide a benefit to executives which is not available Reduce Ownership Threshold for	d above-market ea arket earnings are e to the broader e SH warranted as lowe	e not a perfo employee po Yes ering the ow	ormance-based pulation. Against unership thres	d element of compensation ar	For	For
5	not a best practice. Although no participant received been eliminated from the program. Lastly, above-me provide a benefit to executives which is not available Reduce Ownership Threshold for Shareholders to Call Special Meeting Voting Policy Rationale: A vote FOR this proposal is	d above-market ea arket earnings are e to the broader e SH warranted as lowe	e not a perfo employee po Yes ering the ow	ormance-based pulation. Against unership thres	d element of compensation ar	For	For
	not a best practice. Although no participant received been eliminated from the program. Lastly, above-me provide a benefit to executives which is not available. Reduce Ownership Threshold for Shareholders to Call Special Meeting Voting Policy Rationale: A vote FOR this proposal is special meeting from 25 percent to 10 percent would	d above-market ea arket earnings are e to the broader e SH warranted as lowed d enhance shareh SH	r not a performployee por Yes Yes ering the own olders' right Yes	ormance-based pulation.  Against  ornership thres  Against  orting on the	f element of compensation and For hold for shareholders to call a For company's lobbying-related	For	
	not a best practice. Although no participant received been eliminated from the program. Lastly, above-me provide a benefit to executives which is not available. Reduce Ownership Threshold for Shareholders to Call Special Meeting  Voting Policy Rationale: A vote FOR this proposal is special meeting from 25 percent to 10 percent would Report on Lobbying Payments and Policy  Voting Policy Rationale: A vote FOR this resolution is practices, such as its trade association payments and	d above-market ea arket earnings are e to the broader e SH warranted as lowed d enhance shareh SH	r not a performployee por Yes Yes ering the own olders' right Yes	ormance-based pulation.  Against  ornership thres  Against  orting on the	f element of compensation and For hold for shareholders to call a For company's lobbying-related	For	
6	not a best practice. Although no participant received been eliminated from the program. Lastly, above-me provide a benefit to executives which is not available.  Reduce Ownership Threshold for Shareholders to Call Special Meeting  Voting Policy Rationale: A vote FOR this proposal is special meeting from 25 percent to 10 percent would Report on Lobbying Payments and Policy  Voting Policy Rationale: A vote FOR this resolution is practices, such as its trade association payments and management of related risks.  Assess Feasibility of Data Privacy as a Performance Measure for Senior Executive	d above-market ee arket earnings are e to the broader e SH  warranted as lowed enhance shareh SH s warranted, as acd oversight mecha	renot a performployee por Yes  ering the own olders' right. Yes  diditional repanisms, would Yes  the scope of Sharehold.	ormance-based pulation.  Against  Against  Against  orting on the puld benefit shall benefit shall benefit shall be shal	For  hold for shareholders to call a  For  company's lobbying-related reholders in assessing its  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	04/17/2020	Auto-Approved	04/17/2020	6,738	6,738
						Total Shares:	6,738	6,738



### AbbVie Inc.

Meeting Date: 05/08/2020 Country: USA Primary Security ID: 00287Y109 Meeting ID: 1410784 Ticker: ABBV Record Date: 03/13/2020 Meeting Type: Annual Primary CUSIP: 00287Y109 Primary ISIN: US00287Y1091 Primary SEDOL: B92SR70 Proxy Level: 3 Shares Voted: 362 Votable Shares: 362 \*Shares on Loan: 0 **Shares Instructed:** 362 Total Ballots: 2 Voting Policy: UUA

Elect Director Robert J. Alpern  Yoting Policy Rationale: The nominee is employed full-ting and racial diversity on the board. There is at least 30 per Elect Director Edward M. Liddy  Yoting Policy Rationale: There is gender and racial divers Elect Director Melody B. Meyer  Yoting Policy Rationale: There is gender and racial divers	rcent diversity	Yes	For more than 2 pt For	,	Against <i>ler</i>	Against					
and racial diversity on the board. There is at least 30 per Elect Director Edward M. Liddy Soling Policy Rationale: There is gender and racial divers Elect Director Melody B. Meyer	Mgmt	Yes	,	,	ler						
/oting Policy Rationale: There is gender and racial divers	sity on the bo		For	_							
Elect Director Melody B. Meyer	•	ard. There is		For	For	For					
· ·	Mamt	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
Oting Policy Rationale: There is gender and racial divers	5	Yes	For	For	For	For					
	sity on the boo	ard. There is	at least 30 pe	ercent diversity.							
Elect Director Frederick H. Waddell	Mgmt	Yes	For	For	For	For					
oting Policy Rationale: There is gender and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.							
Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For					
Voting Policy Rationale: A vote FOR this item is warranted because only 17.86 percent of the fees paid to the auditor are for non-audit purposes.											
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For					
oting Policy Rationale: A vote FOR this proposal is warn easonably aligned at this time.	anted. Althou	gh concerns	are noted, pa	y and performance are							
Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For					
oting Policy Rationale: A vote FOR this proposal is warn yould enhance shareholder rights.	anted given ti	hat the redu	ction in the su	permajority vote requirement							
Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For					
obbying and oversight mechanisms, would provide share	eholders a col	mprehensive			t						
Require Independent Board Chairman	SH	Yes	Against	Against	For	For					
oting Policy Rationale: A vote FOR this proposal is warra poard.	anted given ti	he importan	ce of having a	n independent chairman of th	е						
Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	SH	Yes	Against	For	For	For					
TO THE TO THE TOTAL THE	Ratify Ernst & Young LLP as Auditors Ratify Policy Rationale: A vote FOR this item is warrantee Ratify Policy Rationale: A vote FOR this proposal is warrantee Ratify Policy Rationale: A vote FOR this proposal is warrantee Report on Lobbying Payments and Policy Ratify Policy Rationale: A vote FOR this resolution is warrantee Report on Lobbying Payments and Policy Ratify Policy Rationale: A vote FOR this resolution is warrantee Require Independent Board Chairman Require Independent Board Chairman Report on Integrating Risks Related to Drug	Deting Policy Rationale: There is gender and racial diversity on the box Ratify Ernst & Young LLP as Auditors  Ratify Ernst & Young LLP as Auditors  Mgmt  Deting Policy Rationale: A vote FOR this item is warranted because on an audit purposes.  Advisory Vote to Ratify Named Executive  Mgmt  Deficers' Compensation  Deting Policy Rationale: A vote FOR this proposal is warranted. Although assonably aligned at this time.  Eliminate Supermajority Vote Requirement  Mgmt  Deting Policy Rationale: A vote FOR this proposal is warranted given to could enhance shareholder rights.  Report on Lobbying Payments and Policy  SH  Deting Policy Rationale: A vote FOR this resolution is warranted, as additionally and oversight mechanisms, would provide shareholders a collaboration of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagement of its lobbying activities and any related risks and benefit anagem	Ratify Ernst & Young LLP as Auditors Mgmt Yes  Ratify Ernst & Young LLP as Auditors Mgmt Yes  Policy Rationale: A vote FOR this item is warranted because only 17.86 per  Pon-audit purposes.  Advisory Vote to Ratify Named Executive Mgmt Yes  Difficers' Compensation  Policy Rationale: A vote FOR this proposal is warranted. Although concerns  Passonably aligned at this time.  Eliminate Supermajority Vote Requirement Mgmt Yes  Poting Policy Rationale: A vote FOR this proposal is warranted given that the reduced enhance shareholder rights.  Report on Lobbying Payments and Policy SH Yes  Poting Policy Rationale: A vote FOR this resolution is warranted, as additional inforbying and oversight mechanisms, would provide shareholders a comprehensive anagement of its lobbying activities and any related risks and benefits.  Require Independent Board Chairman SH Yes  Poting Policy Rationale: A vote FOR this proposal is warranted given the important potant.  Report on Integrating Risks Related to Drug SH Yes	Ratify Ernst & Young LLP as Auditors Mgmt Yes For citing Policy Rationale: A vote FOR this item is warranted because only 17.86 percent of the feet on-audit purposes.  Advisory Vote to Ratify Named Executive Mgmt Yes For Difficers' Compensation  Oting Policy Rationale: A vote FOR this proposal is warranted. Although concerns are noted, pages assonably aligned at this time.  Eliminate Supermajority Vote Requirement Mgmt Yes For outing Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supposal denhance shareholder rights.  Report on Lobbying Payments and Policy SH Yes Against outing Policy Rationale: A vote FOR this resolution is warranted, as additional information on the bibying and oversight mechanisms, would provide shareholders a comprehensive understanding anagement of its lobbying activities and any related risks and benefits.  Require Independent Board Chairman SH Yes Against Coting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an oversight Policy Rationale: A vote FOR this proposal is warranted given the importance of having an oversight Policy Rationale: A vote FOR this proposal is warranted given the importance of having an oversight Policy Rationale: A vote FOR this proposal is warranted given the importance of having an oversight Policy Rationale: A vote FOR this proposal is warranted given the importance of having an oversight Policy Rationale: A vote FOR this proposal is warranted given the importance of having an oversight Policy Rationale: A vote FOR this proposal is warranted given the importance of having an oversight Policy Rationale: A vote FOR this proposal is warranted given the importance of having and oversight Policy Rationale: A vote FOR this proposal is warranted given the importance of having an oversight Policy Rationale: A vote FOR this proposal is warranted given the importance of having an oversight Policy Rationale: A vote FOR this proposal is warranted given the importance of having an oversight Polic	Acting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  Ratify Ernst & Young LLP as Auditors Mgmt Yes For For Porting Policy Rationale: A vote FOR this item is warranted because only 17.86 percent of the fees paid to the auditor are for on-audit purposes.  Advisory Vote to Ratify Named Executive Mgmt Yes For For Porting Policy Rationale: A vote FOR this proposal is warranted. Although concerns are noted, pay and performance are assonably aligned at this time.  Eliminate Supermajority Vote Requirement Mgmt Yes For For Porting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement ould enhance shareholder rights.  Report on Lobbying Payments and Policy SH Yes Against For Porting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's direct and indirect belying and oversight mechanisms, would provide shareholders a comprehensive understanding of the company's anagement of its lobbying activities and any related risks and benefits.  Require Independent Board Chairman SH Yes Against Against Porting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the loand.  Report on Integrating Risks Related to Drug SH Yes Against For	Advisory Vote to Ratify Named Executive Mgmt Yes For For For For Sor Different Compensation  Mgmt Yes For For For For Mgmt Yes For For For For Sor Sor Sor Sor Sor Sor Sor Sor Sor S					

Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, the company's current use of incentive program metrics which may be impacted by drug pricing, and the lack of comprehensive disclosure describing how risks related to public concern over drug pricing increases are taken into consideration in executive compensation programs.



### AbbVie 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	04/17/2020	Auto-Approved	04/17/2020	262	262
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/17/2020	Auto-Approved	04/17/2020	100	100
						Total Shares:	362	362

### **Alleghany Corporation**

 Meeting Date: 05/08/2020
 Country: USA
 Primary Security ID: 017175100
 Meeting ID: 1408324

Record Date: 03/02/2020 Meeting Type: Annual Ticker: Y

 Primary CUSIP: 017175100
 Primary ISIN: US0171751003
 Primary SEDOL: 2016801
 Proxy Level: 3

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

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.1	Elect Director Ian H. Chippendale	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial	ionale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Weston M. Hicks	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial	diversity on the bo	ard. There	is at least 30 pe	ercent diversity.			
1.3	Elect Director Jefferson W. Kirby	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial	diversity on the bo	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: A vote FOR this proposal is increase in his pension value, and not an increase t LTI program in 2019, the program remains majority program in 2020. In addition, the company disclose some concern raised regarding the lack of quantified decisions, particularly given that NEOs received mareview, as the maximum payouts provided to NEOs targeted pay opportunities for NEOs, which provided monitoring of payout outcomes is warranted, given	o his direct pay. We or performance-base of that the CEO's to of target goals and eximum payouts in a align with strong in a a frame of referer	thile the confect, and will arget LTI vant the signification 2019. Howe financial perfect for share	npany introduc revert to a 10th due will be sign ant level of dist ever, this conce rformance. Fund eholders. Neve	ned time-vesting equit, of percent performance of the performance of the percent performance of the percent performance of the percent performance of the performance of the percent performance of the percent performance of the percent performance of the performance of the percent performance of the percent performance of the percent percent performance of the percent percent performance of the percent performance of the percent performance of the percent performance of the percent perc	y into the e-based O. There is STI payout e year in coloses		

purposes.

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/10/2020	Auto-Approved	04/10/2020	100	100



### **Alleghany Corporation**

Total Shares:	100	100

# **Colgate-Palmolive Company**

Meeting Date: 05/08/2020 Record Date: 03/09/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: CL	rity ID: 194162103	Meeting ID: 1411876
<b>Primary CUSIP:</b> 194162103	<b>Primary ISIN:</b> US1941621039	Primary SEDOL	<b>:</b> 2209106	Proxy Level: 3
	Shares Voted: 1,586	Votable Shares: 1,586	*Shares on Loan: 0	Shares Instructed: 1,586
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 John P. Bilbrey	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 T. Cahill	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1c	Elect Director Lisa M. Edwards	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 Helene D. Gayle	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 C. Martin Harris	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	ublic companies.There is gena	ler				
1f	Elect Director Martina Hund-Mejean	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 Lorrie M. Norrington	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	ublic companies.There is geno	ler				
1h	Elect Director Michael B. Polk	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 Stephen I. Sadove	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	ublic companies.There is gena	ler				
1j	Elect Director Noel R. Wallace	Mgmt	Yes	For	For	For	For			
		., ,, ,	, -, .		, , ,					



### **Colgate-Palmolive Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
2	Ratify PricewaterhouseCoopers L Auditors	LP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrante	d because on	ly 14.56 per	cent of the fee	s paid to the a	uditor are for			-	
3	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC review.	OR this proposal is warra	anted as pay	and perform	nance are reasc	onably aligned	for the year in			-	
4	Require Independent Board Chair	irman	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC board.	OR this proposal is warra	anted given ti	he importan	ce of having ar	independent	chairman of the			-	
5	Reduce Ownership Threshold for Shareholders to Call Special Mee		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC percent would improve sharehold unilaterally to call a special meetil	ers' ability to use the sp	pecial meeting	-		•					
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

04/13/2020

Auto-Approved

### **CommScope Holding Company, Inc.**

6728029082

Rhumbline Custom S&P Index, 6728029082

Meeting Date: 05/08/2020 Record Date: 03/10/2020	•		Primary Security ID: Ticker: COMM	20337X109	<b>Meeting ID:</b> 1411298	
<b>Primary CUSIP:</b> 20337X109	Primary ISIN: US20337X1090	US20337X1090		4	Proxy Level: 3	
Total Ballots: 1	Shares Voted: 100 Voting Policy: UUA	Votable Shares	*Shares on Loan: 0		Shares Instructed: 100	

04/13/2020

Total Shares:

1.586

1,586

1,586

1,586

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
2a	Elect Director Frank M. Drendel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
2b	Elect Director Joanne M. Maguire	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
2c	Elect Director Thomas J. Manning	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.

Confirmed

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



### **CommScope Holding Company, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
3	Ratify Ernst & Young LLP as Aud	itors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrante	ed because on	ly 2.16 perc	cent of the fees	paid to the au	iditor are for				
4	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote AG the LTI program, as NEOs were gi- equity, the structure limits the cor company performance or unforese addition, performance options are provides multiple vesting opportur exceeded during that period.										
5	Advisory Vote on Say on Pay Fre	quency	Mgmt	Yes	One Year	One Year		One Year	One Year	•	
	Voting Policy Rationale: A vote for	the adoption of an AN	INUAL say-on	-pay freque	ncy is warrante	ed.					
6	Approve Removal of Common Sh Issuance Restriction in Connectic Conversion or Redemption of Pre Shares, Exercise of Participation Voting of Preferred Shares	on with the eferred	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC cap is unknown, its removal would warranted for conversions or rede	d provide the company			,						
7	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on	the Equity Plan Scorec	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 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	04/27/2020	Auto-Approved	04/27/2020		100	100
								Total Shares:		100	100

# **Dover Corporation**

Meeting Date: 05/08/2020 Record Date: 03/12/2020	Country: USA Meeting Type: Annual	Primary Security ID: 260003108 Ticker: DOV	Meeting ID: 1412371
Primary CUSIP: 260003108	<b>Primary ISIN:</b> US2600031080	Primary SEDOL: 2278407	Proxy Level: 3



goals in order for awards to vest.

Provide Right to Act by Written Consent

### **Dover Corporation**

Shares Voted	: 1,081	Votable S	hares: 1,081	*Sha	res on Loan: 0	Shares Instructed: 1,081		
Voting Policy:	: UUA							
<b>T</b> ext	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
ctor H. John Gilbertson, Jr.	Mgmt	Yes	For	For	Against	Against		
cy Rationale: Less than 30% of the b	oard is diverse.							
ctor Kristiane C. Graham	Mgmt	Yes	For	For	Against	Against		
cy Rationale: Less than 30% of the b	oard is diverse.							
ctor Michael F. Johnston	Mgmt	Yes	For	For	Against	Against		
cy Rationale: Less than 30% of the b	oard is diverse.							
ctor Eric A. Spiegel	Mgmt	Yes	For	For	Against	Against		
cy Rationale: Less than 30% of the b	oard is diverse.							
ctor Richard J. Tobin	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: Less than 30% of the board is diverse.								
ctor Stephen M. Todd	Mgmt	Yes	For	For	Against	Against		
cy Rationale: Less than 30% of the b	oard is diverse.							
ctor Stephen K. Wagner	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: Less than 30% of the board is diverse.								
ctor Keith E. Wandell	Mgmt	Yes	For	For	Against	Against		
cy Rationale: Less than 30% of the b	oard is diverse.							
ctor Mary A. Winston	Mgmt	Yes	For	For	Against	Against		
cy Rationale: Less than 30% of the b lic companies.	oard is diverse.The no	minee is en	nployed full-tin	ne and sits on boards	at more			
rewaterhouseCoopers LLP as	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 9.15 percent of the fees paid to the auditor are for non-audit purposes.								
Vote to Ratify Named Executive Compensation	Mgmt	Yes	For	For	For	For		
cy Rationale: A lourposes.  Vote to Ratify Nationale: A lourposes.  Cy Rationale: A lourposes of investors' concluded tooling to the continue	wote FOR this item is amed Executive wote FOR this propose of shareholder engagerns. Further, pay are to monitor pay and pe	wote FOR this item is warranted because or amed Executive Mgmt  wote FOR this proposal is warranted. Follow of shareholder engagement, disclosed the terns. Further, pay and performance were no monitor pay and performance outcomes.	wote FOR this item is warranted because only 9.15 per amed Executive Mgmt Yes wote FOR this proposal is warranted. Following 2019's of shareholder engagement, disclosed the feedback referens. Further, pay and performance were reasonably to monitor pay and performance outcomes as the STI per amount of the statement of the statem	wote FOR this item is warranted because only 9.15 percent of the feet amed Executive Mgmt Yes For wote FOR this proposal is warranted. Following 2019's low say-on-pay of shareholder engagement, disclosed the feedback received, and materials. Further, pay and performance were reasonably aligned for the monitor pay and performance outcomes as the STI program contin	wote FOR this item is warranted because only 9.15 percent of the fees paid to the auditor at a med Executive Mgmt Yes For For wote FOR this proposal is warranted. Following 2019's low say-on-pay vote result, the composition of shareholder engagement, disclosed the feedback received, and made pay program characteris. Further, pay and performance were reasonably aligned for the year in review. Never to monitor pay and performance outcomes as the STI program continues to apply significant	vote FOR this item is warranted because only 9.15 percent of the fees paid to the auditor are for		

Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.

SH

Yes

Against

For



### **Dover 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	04/14/2020	Auto-Approved	04/14/2020	1,081	1,081
						Total Shares:	1,081	1,081

### **Marriott International, Inc.**

Meeting Date: 05/08/2020 Record Date: 03/13/2020	•		Primary Security ID: Ticker: MAR	: 571903202	Meeting ID: 1418542
<b>Primary CUSIP:</b> 571903202	Primary ISIN: US5719032022		Primary SEDOL: 221061	4	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
1a	Elect Director J.W. Marriott, 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.		
1b	Elect Director Bruce W. Duncan	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 Deborah Marriott Harrison	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.		
1d	Elect Director Frederick A. "Fritz" Henderson	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.		
1e	Elect Director Eric Hippeau	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 Lawrence W. Kellner	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 Debra L. Lee	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 Aylwin B. Lewis	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 Margaret M. McCarthy	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.		



### **Marriott International, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1j	Elect Director George Munoz		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nor and racial diversity on the board				more than 2 pu	ıblic companie	s.There is gend	ler			
1k	Elect Director Susan C. Schwab	)	Mgmt	Yes	For	For		Against	Against		
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.											
11	Elect Director Arne M. Sorenso	n	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	/.				
2	Ratify Ernst & Young LLP as Au	ıditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote I non-audit purposes	FOR this item is warrar	nted because le	ss than one	percent of the	fees paid to th	ne auditor are fo	or			
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: After a warranted, as pay is reasonably		•		and practices, a	vote FOR this	s proposal is				
4	Eliminate Supermajority Vote R	Requirement	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.										
5	Prepare Employment Diversity	Report	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote I shareholders to better assess th		-		,						
Ballot D		-									
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	cus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Socially Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	04/17/2020	Auto-Approved	04/17/2020		48	48
								Total Shares	:	48	48

### **Steel Dynamics, Inc.**

Meeting Date: 05/08/2020 Record Date: 03/09/2020	Country: USA Meeting Type: Annual	Primary Security ID: 858119100 Ticker: STLD	<b>Meeting ID:</b> 1411285
<b>Primary CUSIP:</b> 858119100	<b>Primary ISIN:</b> US8581191009	Primary SEDOL: 2849472	Proxy Level: 3



### **Steel Dynamics, Inc.**

Shares Voted: 537 Votable Shares: 537 \*Shares on Loan: 0 Shares Instructed: 537

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 Mark D. Millett	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 Sheree L. Bargabos 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 Keith E. Busse	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.									
1.4	Elect Director Frank D. Byrne	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 Kenneth W. Cornew	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.									
1.6	Elect Director Traci M. Dolan	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.									
1.7	Elect Director James C. Marcuccilli	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.									
1.8	Elect Director Bradley S. Seaman	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 Gabriel L. Shaheen	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.									
1.10	Elect Director Steven A. Sonnenberg	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.									
1.11	Elect Director Richard P. Teets, Jr.	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: The board does not include a	t 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: A vote FOR this item is warran non-audit purposes.	nted because on	nly 3.09 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	04/20/2020	Auto-Approved	04/20/2020	537	537



### Steel Dynamics, Inc.

Total Shares: 537 537

### The Brink's Company

**Meeting Date:** 05/08/2020 Country: USA Primary Security ID: 109696104 Meeting ID: 1413354 Record Date: 03/02/2020 Meeting Type: Annual Ticker: BCO **Primary CUSIP:** 109696104 **Primary ISIN:** US1096961040 Primary SEDOL: 2691305 Proxy Level: 3 Shares Voted: 2,624 Votable Shares: 2,624 \*Shares on Loan: 0 Shares Instructed: 2,624 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 Kathie J. Andrade	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 Paul G. Boynton	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 Ian D. Clough	Mgmt	Yes	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 Susan E. Docherty	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 Reginald D. Hedgebeth	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 Dan R. Henry - Withdrawn	Mgmt	No						
1.7	Elect Director Michael J. Herling	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 Douglas A. Pertz	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 George I. Stoeckert	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: Although a concern is noted, a v reasonably aligned at this time.	ote FOR this	proposal is v	varranted as p	ay and performance are				
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
	Voting Policy Pationals, A vote EOR this item is warrants	nd hacausa an	h, 0,00 para	ant of the food	naid to the auditor are for				

Voting Policy Rationale: A vote FOR this item is warranted because only 9.99 percent of the fees paid to the auditor are for non-audit purposes.



# **The Brink's Company**

Bal	lot	Det	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	04/23/2020	Auto-Approved	04/23/2020	2,624	2,624
						Total Shares:	2,624	2,624

### **Vulcan Materials Company**

Meeting Date: 05/08/2020 Record Date: 03/11/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: VMC	curity ID: 929160109	Meeting ID: 1412388
<b>Primary CUSIP:</b> 929160109	<b>Primary ISIN:</b> US9291601097	Primary SEDO	<b>DL:</b> 2931205	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 Melissa H. Anderson	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 O. B. Grayson Hall, Jr.	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 James T. Prokopanko	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1d	Elect Director George Willis	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is v continued to be predominantly performance-based a		-		· ·					
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	04/16/2020	Auto-Approved	04/16/2020	100	100
						Total Shares:	100	100



# Yum China Holdings, Inc.

Meeting Date: 05/08/2020 Record Date: 03/17/2020	Country: USA Meeting Type: Annual	Primary Ticker:	Security ID: 98850P109	Meeting ID: 1412878
<b>Primary CUSIP:</b> 98850P109	Primary ISIN: US98850P1093	Primary	SEDOL: BYW4289	Proxy Level: 3
	Shares Voted: 305	Votable Shares: 305	*Shares on Loan: 0	Shares Instructed: 305
Total Ballots: 1	Voting Policy: UUA			

1a 1b 1c 1d	Elect Director Fred Hu  Voting Policy Rationale: The nominee is employed full and racial diversity on the board. There is at least 30 general Elect Director Joey Wat  Voting Policy Rationale: There is gender and racial diversity Policy Rationale: The nominee is employed full	Mgmt Mgmt Mgmt Mgmt Mgmt Mgmt Mgmt Mgmt	Yes  Ard. There is  Yes  Ard. There is  Yes  Yes	For  For  For  For  For  For	For ercent diversity.	Against  ender  For  For	Against For For						
1c 1d	and racial diversity on the board. There is at least 30 p Elect Director Joey Wat  Voting Policy Rationale: There is gender and racial divelect Director Peter A. Bassi  Voting Policy Rationale: There is gender and racial divelect Director Christian L. Campbell  Voting Policy Rationale: There is gender and racial divelect Director Christian L. Campbell	Mgmt Mgmt Mgmt Mgmt Mgmt Mgmt Mgmt Mgmt	Yes  Ard. There is  Yes  Ard. There is  Yes  Yes	For  For  For  For  For  For	For Percent diversity. For Percent diversity.	For	For						
1c 1d	Voting Policy Rationale: There is gender and racial div Elect Director Peter A. Bassi Voting Policy Rationale: There is gender and racial div Elect Director Christian L. Campbell Voting Policy Rationale: There is gender and racial div Elect Director Ed Yiu-Cheong Chan	Mgmt Persity on the book Mgmt Mgmt Mgmt Persity on the book Mgmt Persity on the book	yes Yes <i>pard. There i</i> Yes	s at least 30 p For s at least 30 p For	For ercent diversity.	For	For						
1d	Elect Director Peter A. Bassi  Voting Policy Rationale: There is gender and racial div  Elect Director Christian L. Campbell  Voting Policy Rationale: There is gender and racial div  Elect Director Ed Yiu-Cheong Chan	Mgmt  Mgmt  Mgmt  Mgmt  versity on the bo	Yes <i>pard. There i</i> Yes	For s at least 30 p	For ercent diversity.								
1d	Voting Policy Rationale: There is gender and racial div Elect Director Christian L. Campbell Voting Policy Rationale: There is gender and racial div Elect Director Ed Yiu-Cheong Chan	Mgmt rersity on the bo	pard. There i	s at least 30 p	ercent diversity.								
	Elect Director Christian L. Campbell  Voting Policy Rationale: There is gender and racial div  Elect Director Ed Yiu-Cheong Chan	Mgmt rersity on the bo	Yes	For	•	For	For						
	Voting Policy Rationale: There is gender and racial div	versity on the bo			For	For	For						
1e	Elect Director Ed Yiu-Cheong Chan	-	ard. There is										
1e		Mgmt	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
	Voting Policy Pationals: The peripose is employed full	_	Yes	For	For	Against	Against						
	and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is g	ender							
1f	Elect Director Edouard Ettedgui	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There i	s at least 30 p	ercent diversity.								
1g	Elect Director Cyril Han	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 g	ender							
1h	Elect Director Louis T. Hsieh	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There i	s at least 30 p	ercent diversity.								
1i	Elect Director Ruby Lu	Mgmt	Yes	For	For	For	For						
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There i	s at least 30 p	ercent diversity.								
1j	Elect Director Zili Shao	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.								
1k	Elect Director William Wang	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 g	ender							
2	Ratify KPMG Huazhen LLP as Auditor	Mgmt	Yes	For	For	For	For						



### Yum China Holdings, Inc.

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	e FOR this proposal is wa	rranted as pay	and perforn	mance are reaso	onably aligned	at this time.				
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shar	res	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/21/2020	Auto-Approved	04/21/2020	3	805	305
								Total Shares:	3	 05	305

### **Zimmer Biomet Holdings, Inc.**

Meeting Date: 05/08/2020 Record Date: 03/09/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: ZBH	urity ID: 98956P102	Meeting ID: 1411891
Primary CUSIP: 98956P102	Primary ISIN: US98956P1021	Primary SED0	<b>L:</b> 2783815	Proxy Level: 3
	Shares Voted: 520	Votable Shares: 520	*Shares on Loan: 0	Shares Instructed: 520
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 Christopher B. Begley	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1b	Elect Director Betsy J. Bernard	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1c	Elect Director Gail K. Boudreaux	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1d	Elect Director Michael J. Farrell	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.						
1e	Elect Director Larry C. Glasscock	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 Robert A. Hagemann	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 Bryan C. Hanson	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.						



### **Zimmer Biomet Holdings, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1h	Elect Director Arthur J. Higgins	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	
1i	Elect Director Maria Teresa Hilado	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 Syed Jafry	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 Michael W. Michelson	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: A vote FOR this item is warrant non-audit purposes.	ed because on	ly 23.26 pei	rcent of the fee	es 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 war company engaged with shareholders, disclosed their fee compensation policies and practices. In addition, pay-fo and fifty percent of long-term awards are tied to object recent performance. However, concerns are noted regar continued monitoring.	edback in the properties of the performance ive performance ive performance ive performance ive performance in the performance	oroxy staten concerns a ce metrics, a	nent, and made re sufficiently i and program of	e meaningful changes to its mitigated. Annual incentives utcomes are consistent with	nt	
Ballot D	Petails						

1a

Institutional Account Detail (IA Name, 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	04/29/2020	Auto-Approved	04/29/2020	520	520
						Total Shares:	520	520

### **International Paper Company**

Elect Director William J. Burns

Meeting Date: 05/11/2020 Record Date: 03/12/2020	Country: USA Meeting Type: Annual	Primary Security ID: 4	60146103	Meeting ID: 1415301
<b>Primary CUSIP:</b> 460146103	<b>Primary ISIN:</b> US4601461035	Primary SEDOL: 2465254		Proxy Level: 4
Total Ballots: 1	Shares Voted: 348 Voting Policy: UUA	Votable Shares: 348	*Shares on Loan: 0	Shares Instructed: 348
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS Rec	Voting Vo Policy Rec In:	ote struction

Mgmt

Yes

For

For

For

For



# **International Paper Company**

	, and the company								
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio		
	Voting Policy Rationale: There is gender and racial divers	ity on the boo	ard. There is	at least 30 pe	rcent diversity.				
1b	Elect Director Christopher M. Connor	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial divers	ity on the boo	ard. There is	at least 30 pe	rcent diversity.				
1c	Elect Director Ahmet C. Dorduncu	Mgmt	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 Ilene S. Gordon	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1e	Elect Director Anders Gustafsson	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1f	Elect Director Jacqueline C. Hinman	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial divers	ity on the boo	ard. There is	at least 30 pe	rcent diversity.				
1g	Elect Director Clinton A. Lewis, Jr.	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial divers	ity on the boo	ard. There is	at least 30 pe	rcent diversity.				
1h	Elect Director Kathryn D. Sullivan	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial divers	ity on the boo	ard. There is	at least 30 pe	rcent diversity.				
1i	Elect Director Mark S. Sutton	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial divers	ity on the bod	ard. There is	at least 30 pe	rcent diversity.				
1j	Elect Director J. Steven Whisler	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial divers	ity on the bod	ard. There is	at least 30 pe	rcent diversity.				
1k	Elect Director Ray G. Young	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial divers	ity 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: A vote FOR this item is warrante non-audit purposes.	d because on	ly 14.47 per	cent of the fee	s 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 warra metrics. Performance targets for the year in review were performance. The long-term program continues to be en goals. The program also discloses forward-looking goals, three-year grant also paid out below target, which tracks	rigorous, and tirely perform though relati	d the below- vance-conditi ve TSR targe	target payout a ioned and base ets merely the	aligns with recent company od on multi-year performance median of peers. A prior				
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal is warra meetings.	anted as it wo	ould enhance	e the existing s	hareholder right to call special	/			



# **International Paper 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	04/13/2020	Auto-Approved	04/13/2020	348	348
						Total Shares:	348	348

### **Markel Corporation**

Meeting Date: 05/11/2020 Record Date: 03/03/2020	Country: USA Meeting Type: Annual	<b>Primary Se</b> c <b>Ticker:</b> MKL	curity ID: 570535104	Meeting ID: 1411087
<b>Primary CUSIP:</b> 570535104	<b>Primary ISIN:</b> US5705351048	Primary SED0	<b>DL:</b> 2566436	Proxy Level: 3
	Shares Voted: 21	Votable Shares: 21	*Shares on Loan: 0	Shares Instructed: 21
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 K. Bruce Connell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	iverse.					
1.2	Elect Director Thomas S. Gayner	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		
1.3	Elect Director Stewart M. Kasen	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.4	Elect Director Diane Leopold	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	iverse.					
1.5	Elect Director Lemuel E. Lewis	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.6	Elect Director Anthony F. Markel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.7	Elect Director Steven A. Markel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.8	Elect Director Darrell D. Martin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.9	Elect Director Harold L. Morrison, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	iverse.					



Voting

Vote

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **Markel Corporation**

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
1.10	Elect Director Michael O'Reilly		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less tha	n 30% of the board is	s diverse.								
1.11	Elect Director Richard R. Whitt,	III	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less tha	n 30% of the board is	s diverse.								
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	mance are reaso	onably aligned	d at this time.				
3	Approve Nonqualified Employer Purchase Plan and Qualified En Purchase Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F shares reserved is reasonable; a Code.		-		•	-					
4	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F non-audit purposes.	OR this item is warrai	nted because or	nly 2.92 perd	cent of the fees	paid to the a	uditor are for				
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
Rhumblin	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/22/2020	Auto-Approved	04/22/2020		21	21
								Total Shares	s:	21	21

Votable

### **Newell Brands Inc.**

Meeting Date: 05/11/2020 Record Date: 03/16/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: NWL	651229106	Meeting ID: 1412380
<b>Primary CUSIP:</b> 651229106	<b>Primary ISIN:</b> US6512291062		Primary SEDOL: 2635701		Proxy Level: 3
Total Ballots: 1	Shares Voted: 335 Voting Policy: UUA	Votable Shares	: 335	*Shares on Loan: 0	Shares Instructed: 335
Proposal Number Proposal Text	Proponent	Votable Proposal Mg	mt Rec ISS Rec	Voting Policy Re	Vote ec Instruction

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bridget Ryan Berman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti. and racial diversity on the board. There is at least 30 pe			more than 2 pu	blic companies.There is gende	er	
1b	Elect Director Patrick D. Campbell	Mgmt	Yes	For	For	For	For

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



### **Newell Brands Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1c	Elect Director James R. Craigie	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.									
1d	Elect Director Debra A. Crew	Mgmt	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 Brett M. Icahn	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1f	Elect Director Gerardo I. Lopez	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	ıblic companies.There is gende	er				
<b>1</b> g	Elect Director Courtney R. Mather	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 Ravichandra K. Saligram	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 Judith A. Sprieser	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 Robert A. Steele	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			nore than 2 pu	ıblic companies.There is gende	er				
1k	Elect Director Steven J. Strobel	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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this item is warrants non-audit purposes.	ed because on	ly 14.09 per	cent of the fee	s paid to the auditor are for					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For			
Rallot D	Officers' Compensation  Voting Policy Rationale: A vote FOR this proposal is warranted. Elevated pay for the year in review can be attributed to one-time awards to the CEO which are predominantly based on rigorous performance goals. Additionally, the short- and long-term incentive programs each feature robust performance metric disclosure, with pay outcomes generally commensurate with performance.									

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2020	Auto-Approved	04/23/2020	335	335
						Total Shares:	335	335



### **Newell Brands Inc.**

### **Uber Technologies, Inc.**

**Meeting Date:** 05/11/2020 Country: USA Primary Security ID: 90353T100 Meeting ID: 1414127 Ticker: UBER Record Date: 03/16/2020 Meeting Type: Annual Primary CUSIP: 90353T100 Primary ISIN: US90353T1007 Primary SEDOL: BK6N347 Proxy Level: 3 Shares Voted: 12,515 Votable Shares: 12,515 \*Shares on Loan: 0 Shares Instructed: 12,515 Total Ballots: 1 Voting Policy: UUA Votable Voting Proposal Vote

Number	Proposal Text	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Instruction
1a	Elect Director Ronald Sugar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed fur and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is gen	nder	
1b	Elect Director Ursula Burns	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 p	ercent diversity.		
1c	Elect Director Robert Eckert	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed fur and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is gen	nder	
1d	Elect Director Amanda Ginsberg	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 p	ercent diversity.		
1e	Elect Director Dara Khosrowshahi	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 p	ercent diversity.		
1f	Elect Director Wan Ling Martello	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 p	ercent diversity.		
1g	Elect Director Yasir Al-Rumayyan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed fur and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is gen	nder	
1h	Elect Director John Thain	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 p	ercent diversity.		
1i	Elect Director David I. Trujillo	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 p	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 warranted. The second installment of the CEO's sizable new-hire award vests after just 12 months, limiting its retentive value, and it follows a previous grant of the same magnitude awarded in the prior year, with the same vesting terms. Concerns are also raised regarding incentive programs, as annual bonuses are largely discretionary and only some NEOs receive performance equity. Further, for NEOs who were granted performance shares, most performance periods are annual, and targets are not disclosed even after the close of the performance period.



# **Uber Technologies, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
3	Advisory Vote on Say on Pay Fre	equency	Mgmt	Yes	One Year	One Year		One Year	One Year		
	Voting Policy Rationale: A vote fo	r the adoption of an Al	NNUAL say-on	-pay freque	ncy is warrante	ed.					
4	Ratify PricewaterhouseCoopers Auditors	LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Fornon-audit purposes.	OR this item is warrant	ed because or	aly 1.20 perc	cent of the fees	paid to the au	uditor are 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
Sands Cap	oital Mgnt, 6728029078	6728029078	Confirmed		Auto-Instructed	05/01/2020	Auto-Approved	05/01/2020		12,515	12,515
					_			Total Shares		12,515	12,515

# **3M Company**

Meeting Date: 05/12/2020 Record Date: 03/17/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: MMM	<b>urity ID:</b> 88579Y101	Meeting ID: 1393606
Primary CUSIP: 88579Y101	<b>Primary ISIN:</b> US88579Y1010	Primary SEDO	<b>L:</b> 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 divers	sity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1b	Elect Director Pamela J. Craig	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 David B. Dillon	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.		
1d	Elect Director Michael L. Eskew	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.		
1e	Elect Director Herbert L. Henkel	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 Amy E. Hood	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.		



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Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **3M Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1g	Elect Director Muhtar Kent		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 Dambisa F. Moyo		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	ercent diversity	:				
1i	Elect Director Gregory R. Page		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	ercent diversity	;				
1j	Elect Director Michael F. Roman		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	;				
1k	Elect Director Patricia A. Woertz		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	Ratify PricewaterhouseCoopers LI Auditors	_P as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOI non-audit purposes.	R this item is warrante	ed because or	aly 3.83 perc	ent of the fees	paid to the au	iditor are for				
3	Advisory Vote to Ratify Named Ex Officers' Compensation	ecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOI review.	R this proposal is warr	ranted as pay	and perform	nance are reaso	onably aligned	for the year in				
4	Consider Pay Disparity Between E and Other Employees	executives	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote FOI salary ranges of all classification of further eliminate excessive pay distingact employee morale as well as	f company employees parities; and- Excessiv	when setting ve pay dispari	target amou ties could po	unts for CEO co ose risks to long	mpensation w g-term shareho	ould serve to	,			
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	04/16/2020	Auto-Approved	04/16/2020		428	428

### **AvalonBay Communities, Inc.**

Meeting Date: 05/12/2020	Country: USA	Primary Security ID: 053484101	Meeting ID: 1414778
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: AVB	
Primary CUSIP: 053484101	<b>Primary ISIN:</b> US0534841012	Primary SEDOL: 2131179	Proxy Level: 3

Total Shares:



# **AvalonBay Communities, Inc.**

Shares Voted: 344 Votable Shares: 344 \*Shares on Loan: 0 Shares Instructed: 344

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glyn F. Aeppel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include a	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 a	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 a	at least one mind	rity director.	Less than 30%	% 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 a	at least one mind	rity director.	Less than 30%	% of the board is diverse.		
1e	Elect Director Stephen P. Hills	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include a	at least one mino	rity 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 board does not include a nominee is employed full-time and sits on boards at I		,		6 of the board is diverse.The		
1g	Elect Director Timothy J. Naughton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include a	at least one mind	rity director.	Less than 30%	6 of the board is diverse.		
1h	Elect Director H. Jay Sarles	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include a	at least one mind	rity director.	Less than 30%	% of the board is diverse.		
1i	Elect Director Susan Swanezy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include a	at least one mind	rity director.	Less than 30%	6 of the board is diverse.		
1j	Elect Director W. Edward Walter	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include a	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: A vote FOR this item is warrann-audit purposes.	anted because or	nly 23.95 pe	rcent of the fe	es paid to the auditor are for		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this proposal is	warranted as pa	y and perfor	rmance are rea	asonably aligned at this time.		
4	Eliminate Supermajority Vote Requirement for Future Charter Amendments and Other Extraordinary Actions	Mgmt	Yes	For	For	For	For
	Voting Policy Potionals, A vote FOR this proposal is	varianted sives	that the rade	estion in the se	unaumaiarity wata reactivement		

Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.



# **AvalonBay Communities, 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	04/16/2020	Auto-Approved	04/16/2020	344	344
						Total Shares:	344	344

### **Callaway Golf Company**

Meeting Date: 05/12/2020 Record Date: 03/16/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: ELY	irity ID: 131193104	Meeting ID: 1412067
Primary CUSIP: 131193104	<b>Primary ISIN:</b> US1311931042	Primary SEDOL	<b>:</b> 2173933	Proxy Level: 3
	Shares Voted: 9,155	Votable Shares: 9,155	*Shares on Loan: 0	Shares Instructed: 9,155
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 Oliver G. (Chip) Brewer, 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.		
1.2	Elect Director Samuel H. Armacost	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 Scott H. Baxter	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 John C. Cushman, 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.		
1.5	Elect Director Laura J. Flanagan	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 Russell L. Fleischer	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 John F. Lundgren	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.		
1.8	Elect Director Adebayo O. Ogunlesi	Mgmt	Yes	For	For	Withhold	Withhold
	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	iblic companies.There is gende	er	
1.9	Elect Director Linda B. Segre	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.		



### **Callaway Golf Company**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.10	Elect Director Anthony S. Thornley	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.		
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrants non-audit purposes.	ed because on	ly 7.74 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 warn	ranted as pay	and perform	nance are reaso	nably aligned at this time.		
4	Eliminate Cumulative Voting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: In connection with this proposed will unilaterally amend the bylaws to adopt a majority of resignation policy) and a proxy access bylaw provision of annually-elected board, the company will have significant a vote FOR this proposal is warranted.	ote standard fo onsistent with	or director ei good marke	lections (with a et practices. As	plurality carve-out and a a result, in addition to 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/01/2020	Auto-Approved	05/01/2020	9,155	9,155
						Total Shares:	9,155	9,155

### **Cboe Global Markets, Inc.**

Meeting Date: 05/12/2020	Country: USA	Pri	imary Security ID: 12503M108	<b>Meeting ID:</b> 1415679	
<b>Record Date:</b> 03/19/2020	Meeting Type: Annual		cker: CBOE		
Primary CUSIP: 12503M108	ry CUSIP: 12503M108 Primary ISIN: US12503M1080		imary SEDOL: B5834C5	Proxy Level: 3	
	Shares Voted: 229	Votable Shares: 229	9 *Shares on Loan: 0	Shares Instructed: 229	
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 Edward T. Tilly	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.		
1b	Elect Director Eugene S. Sunshine	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 William M. Farrow, III	Mgmt	Yes	For	For	Against	Against
	5 !! 5 !!			., .			

Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. 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				
1d	Elect Director Edward J. Fitzpatrick	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 Janet P. Froetscher	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 Jill R. Goodman	Mgmt	Yes	For	For	For	For				
	ting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1g	Elect Director Roderick A. Palmore	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 James E. Parisi	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 Joseph P. Ratterman	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 Michael L. Richter	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 Jill E. Sommers	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.						
11	Elect Director Fredric J. Tomczyk	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.						
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 perform	mance are reas	sonably aligned at this time.						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 10.36 per	rcent of the fee	es paid to the auditor are for						
Ballot D	etails										
Institutio	onal Account Detail Custodian			Instructor	Date Approver	Date					

Institutional Account Detail (IA Name, 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	04/15/2020	Auto-Approved	04/15/2020	136	136
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/15/2020	Auto-Approved	04/15/2020	93	93
			_			Total Shares:	229	229



# ConocoPhillips

Meeting Date: 05/12/2020Country: USAPrimary Security ID: 20825C104Meeting ID: 1413752

**Record Date:** 03/16/2020 **Meeting Type:** Annual **Ticker:** COP

 Primary CUSIP: 20825C104
 Primary ISIN: US20825C1045
 Primary SEDOL: 2685717
 Proxy Level: 3

Shares Voted: 6,584 Votable Shares: 6,584 \*Shares on Loan: 0 Shares Instructed: 6,584

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 diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Caroline Maury Devine	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	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 Jody Freeman	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 Gay Huey Evans	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 Jeffrey A. Joerres	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 Ryan M. Lance	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 H. McRaven	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 Sharmila Mulligan	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 Arjun N. Murti	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 Robert A. Niblock	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 David T. Seaton	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 R. A. Walker	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.		



### **ConocoPhillips**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
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.	ited because les	ss than one ,	percent of the	fees paid to the auditor are f	or	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. The significant year-over-year increase in CEO pay was primarily related to a change in the pension discount rate that increased the value of benefits under the supplemental retirement plan. The company also made positive changes to incentive plans, lowering the maximum payout opportunity in the STI plan to 200 percent of target and eliminating the use of subjective metrics in the performance equity program. However, transparency in the annual incentive program remains a concern, as the proxy does not disclose threshold and maximum goals for scorecard metrics and several relative metrics in both incentive plans target merely the median of the peers, despite recent outperformance.

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	04/15/2020	Auto-Approved	04/15/2020	6,460	6,460
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/15/2020	Auto-Approved	04/15/2020	124	124
						Total Shares:	6,584	6,584

### **Cummins Inc.**

Meeting Date: 05/12/2020 Record Date: 03/10/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: CMI	curity ID: 231021106	<b>Meeting ID:</b> 1413820
<b>Primary CUSIP:</b> 231021106	<b>Primary ISIN:</b> US2310211063	Primary SED0	<b>DL:</b> 2240202	Proxy Level: 3
Total Ballots: 1	Shares Voted: 251 Voting Policy: UUA	Votable Shares: 251	*Shares on Loan: 0	Shares Instructed: 251

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 boo	ard. There is	at least 30 pe	rcent diversity.		
2	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	at least 30 pe	rcent diversity.		
3	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	at least 30 pe	rcent diversity.		
4	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 boo	ard. There is	at least 30 pe	rcent diversity.		



### **Cummins Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
5	Elect Director Stephen B. Dobbs	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.		
6	Elect Director Robert K. Herdman	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.		
7	Elect Director Alexis M. Herman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-	time and sits or	n boards at i	more than 2 p	ublic companies.		
8	Elect Director Thomas J. Lynch	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.		
9	Elect Director William I. Miller	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.		
10	Elect Director Georgia R. Nelson	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 Karen H. Quintos	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.		
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wain pension value, the company also increased the CEO continued monitoring. Nevertheless, both short- and lo review, with clear disclosure of target, minimum, and I Lastly, long-term incentives use a multi-year performance.	ls LTI target for Ing-term progra Maximum goals	FY19 with I	imited rational re-set, objectiv	le, an issue which warrants ve metrics for the year in	ge	
13	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warran non-audit purposes.	ted because on	aly 2.50 perc	ent of the fees	s paid to the auditor are for		
14	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	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	04/17/2020	Auto-Approved	04/17/2020	251	251
						Total Shares:	251	251



### **HP Inc.**

Meeting Date: 05/12/2020 Record Date: 03/25/2020	Country: USA Meeting Type: Annual	Primary Seco Ticker: HPQ	<b>urity ID:</b> 40434L105	Meeting ID: 1412377
Primary CUSIP: 40434L105	Primary ISIN: US40434L1052	Primary SEDO	L: BYX4D52	Proxy Level: 3
	Shares Voted: 281	Votable Shares: 281	*Shares on Loan: 0	Shares Instructed: 281
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 Aida M. Alvarez	Mgmt	Yes	For	For	Withhold	Withhold		
	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	ıblic companies.There is gende	er			
1.2	Elect Director Shumeet Banerji	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 R. Bennett	Mgmt	Yes	For	For	Withhold	Withhold		
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1.4	Elect Director Charles "Chip" V. Bergh	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.				
1.5	Elect Director Stacy Brown-Philpot	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 Stephanie A. Burns	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 Mary Anne Citrino	Mgmt	Yes	For	For	Withhold	Withhold		
	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	ıblic companies.There is gende	er			
1.8	Elect Director Richard L. Clemmer	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.				
1.9	Elect Director Enrique Lores	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.				
1.10	Elect Director Yoky Matsuoka	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 Stacey Mobley	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.				
1.12	Elect Director Subra Suresh	Mgmt	Yes	For	For	For	For		
	Matin - Dalian Batinanda, Thana in and do and mainly discount		Th i	4 /4 20					



### **HP Inc.**

Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Policy Rec	Vote Instructi	ion	
2	Ratify Ernst & Young LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 3.30 per	cent of the fees	s paid to the au	uditor are for				
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	arranted, as CE	O pay and c	company perfor	mance are rea.	sonably aligned				
4	Approve Qualified Employee S Plan	Stock Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote reasonable, and the offering pe		-		•			7			
5	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	arranted given t	that the abil	lity to act by wr	itten consent v	would 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
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/24/2020	Auto-Approved	04/24/2020		281	281
								Total Shares	:	281	281

### **Loews Corporation**

Meeting Date: 05/12/2020 Record Date: 03/17/2020	Country: USA Meeting Type: Annual	Primary Securi Ticker: L	ity ID: 540424108	<b>Meeting ID:</b> 1415085
<b>Primary CUSIP:</b> 540424108	<b>Primary ISIN:</b> US5404241086	Primary SEDOL:	2523022	Proxy Level: 3
	Shares Voted: 4,374	Votable Shares: 4,374	*Shares on Loan: 0	Shares Instructed: 4,374
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 Ann E. Berman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1b	Elect Director Joseph L. Bower	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1c	Elect Director Charles D. Davidson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					



# **Loews Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi			
1d	Elect Director Charles M. Diker	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board	' is diverse.								
1e	Elect Director Paul J. Fribourg	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.									
1f	Elect Director Walter L. Harris	Mgmt	Yes	For	Against	Against	Against			
	Voting Policy Rationale: Less than 30% of the board	is diverse.The no	ominee is no	n-independen	t and sits on a key committee.					
1g	Elect Director Philip A. Laskawy	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board	' is diverse.								
1h	Elect Director Susan P. Peters	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board	' is diverse.								
1i	Elect Director Andrew H. Tisch	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board	' is diverse.								
1j	Elect Director James S. Tisch	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 em	nployed full-tii	me and sits on boards at more					
1k	Elect Director Jonathan M. Tisch	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board	' is diverse.								
11	Elect Director Anthony Welters	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: Less than 30% of the board	' is diverse.								
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is aligned.	warranted as CEC	pay and co	mpany perfor	mance remain reasonably					
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this item is warn non-audit purposes.	anted because le	ss than one ,	percent of the	e fees paid to the auditor are fo	or				
4	Report on Political Contributions	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	04/17/2020	Auto-Approved	04/17/2020	4,374	4,374
						Total Shares:	4,374	4,374



### **Loews Corporation**

# **Marriott Vacations Worldwide Corporation**

Meeting Date: 05/12/2020 Record Date: 03/16/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: VAC	rity ID: 57164Y107	Meeting ID: 1414047
Primary CUSIP: 57164Y107	Primary ISIN: US57164Y1073	Primary SEDOL	: B45K9N8	Proxy Level: 3
	Shares Voted: 1,283	Votable Shares: 1,283	*Shares on Loan: 0	Shares Instructed: 1,283
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director C.E. Andrews	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 pe	ercent diversity.		
1.2	Elect Director William W. McCarten	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 pe	ercent diversity.		
1.3	Elect Director William J. Shaw	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 pe	ercent diversity.		
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warn non-audit purposes.	ranted because on	aly 2.07 perc	ent of the fees	s 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 significant concerns were identified at this time.	warranted as pay	and perform	nance are reas	onably aligned and no		
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
4	Approve Omnibus Stock Plan  Voting Policy Rationale: Based on the Equity Plan So					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	04/09/2020	Auto-Approved	04/12/2020	1,283	1,283
						Total Shares:	1,283	1,283

### **MDU Resources Group, Inc.**

Meeting Date: 05/12/2020 Record Date: 03/13/2020	Country: USA Meeting Type: Annual	Primary Security ID: 552690109 Ticker: MDU	<b>Meeting ID:</b> 1412922
<b>Primary CUSIP:</b> 552690109	<b>Primary ISIN:</b> US5526901096	Primary SEDOL: 2547323	Proxy Level: 3



# **MDU Resources Group, Inc.**

	Shares Voted: 1,003	Votable Shares: 1,003	*Shares on Loan: 0	Shares Instructed: 1,003
Total Ballots: 1	Voting Policy: UUA			

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### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2020	Auto-Approved	04/16/2020	1,003	1,003
						Total Shares:	1,003	1,003



### **MDU Resources Group, Inc.**

### Mirati Therapeutics, Inc.

Advisory Vote to Ratify Named Executive

Officers' Compensation

Primary Security ID: 60468T105 Meeting ID: 1422917 Meeting Date: 05/12/2020 Country: USA Record Date: 03/19/2020 Meeting Type: Annual Ticker: MRTX Primary CUSIP: 60468T105 Primary ISIN: US60468T1051 Primary SEDOL: BBPK0J0 Proxy Level: 3 Shares Voted: 2.865 Votable Shares: 2,865 \*Shares on Loan: 0 Shares Instructed: 2,865 Total Ballots: 1 Voting Policy: UUA Votable Voting Proposal Vote Number **Proposal Text** Proposal **Mgmt Rec** ISS Rec Policy Rec Instruction Proponent Elect Director Charles M. Baum 1.1 Mamt 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 L.A. Carter Withhold Withhold 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. 1.3 Elect Director Julie M. Cherrington 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 Aaron I. Davis Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1.5 Elect Director Henry J. Fuchs Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Withhold 1.6 Elect Director Michael Grey Mgmt Yes For For 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 Faheem Hasnain 1.7 Yes 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 Craig Johnson Mgmt For For Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Maya Martinez-Davis 1.9 Mamt 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: A vote FOR this proposal is warranted, with caution. While the CEO's stock option grant in 2019 was rather large in magnitude, it was substantiated by exceptionally strong TSR performance. Additionally, annual incentives were based on objective goals and payouts were not excessive. Shareholders may find concern that equity incentives are entirely time based, as ISS does not consider stock options to be strictly performance conditioned. However, this is partially mitigated at this time because stock options are considered more strongly performance-based for an early-stage pharmaceutical company like Mirati. Shareholders should continue to monitor the size of equity grants moving forward.

Mgmt

Yes

For

For

For

For



# Mirati Therapeutics, Inc.

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instructi	on	
3	Ratify Ernst & Young LLF	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A non-audit purposes.	vote FOR this item is warran	ted because on	nly 16.23 pe	rcent of the fee	es paid to the a	auditor are for				
Ballot De	etails										
	nal Account Detail , IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Sands Capi	tal Mgnt, 6728029078	6728029078	Confirmed		Auto-Instructed	04/28/2020	Auto-Approved	04/28/2020		2,865	2,865
								Total Shares:		2,865	2,865

### **MSA Safety Incorporated**

Meeting Date: 05/12/2020 Record Date: 02/12/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: MSA	ırity ID: 553498106	<b>Meeting ID:</b> 1417793
<b>Primary CUSIP:</b> 553498106	<b>Primary ISIN:</b> US5534981064	Primary SEDOL	.: BKM4S16	Proxy Level: 3
	Shares Voted: 1,317	Votable Shares: 1,317	*Shares on Loan: 0	Shares Instructed: 1,317
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 William M. Lambert	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.2	Elect Director Diane M. Pearse	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial	diversity on the boo	ard. There is	s at least 30 pe	ercent diversity.					
1.3	Elect Director Nishan J. Vartanian	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial	diversity on the boo	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: A vote FOR this item is wa purposes.	arranted because no	ne of the fe	es paid to the	auditor are for non-audit					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For			

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/09/2020	Auto-Approved	04/12/2020	1,317	1,317
						Total Shares:	1,317	1,317



### **MSA Safety Incorporated**

### **Nielsen Holdings plc**

Country: United Kingdom Primary Security ID: G6518L108 Meeting ID: 1415334 **Meeting Date:** 05/12/2020 Record Date: 03/20/2020 Meeting Type: Annual Ticker: NLSN Primary CUSIP: G6518L108 Primary ISIN: GB00BWFY5505 Primary SEDOL: BWFY550 Proxy Level: N/A Votable Shares: 416 Shares Voted: 416 \*Shares on Loan: 0 Shares Instructed: 416 Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James A. Attwood, Jr.	Mgmt	Yes	For	For	For	For
	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 Thomas H. Castro	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 Guerrino De Luca	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.		
1d	Elect Director Karen M. Hoguet	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.		
1e	Elect Director David Kenny	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 Harish Manwani	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			nore than 2 pu	blic companies.There is gende	er	
1g	Elect Director Janice Marinelli Mazza	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 Robert C. Pozen	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 David Rawlinson	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 Nancy Tellem	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			nore than 2 pu	blic companies.There is gende	er	
1k	Elect Director Javier G. Teruel	Mgmt	Yes	For	For	Against	Against
	Voting Deligy Dationals, The namines is employed full ti	ma and site on	boords at a	mara than 2 mi	ublic companies Thous is sand		

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



# **Nielsen Holdings plc**

11	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
11	Elect Director Lauren Zalaznick	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 gene	der	
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warra non-audit purposes.	nted because or	nly 3.21 perc	ent of the fee.	s paid to the auditor are for		
3	Reappoint Ernst & Young LLP as UK Statutory Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warra non-audit purposes.	nted because or	nly 3.21 perc	ent of the fee.	s paid to the auditor are for		
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 proposal to re	atify the auditor	is warranted	1.			
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	which were provided in exchange for certain covenan vesting of outstanding equity awards. While investors the payments and benefits Anderson received signific	may expect to	see modest p	payments in e.			
	resignation.	antly exceed the	e amount he	would otherw	ise be entitled to upon a		
6	-	Mgmt	Yes	For	ise be entitled to upon a  Against	Against	Against
6	resignation.	Mgmt as a US domestic	Yes	For given that the	Against  focus of this proposal is on to	ор	Against
6	resignation.  Approve Remuneration Report  Voting Policy Rationale: As the company is classified a executive pay, the recommendation for this proposal	Mgmt as a US domestic	Yes	For given that the	Against  focus of this proposal is on to	ор	Against  Against
	resignation.  Approve Remuneration Report  Voting Policy Rationale: As the company is classified a executive pay, the recommendation for this proposal item is warranted.	Mgmt as a US domestic is aligned to the Mgmt ution 7 is warran d- The Company oing forwardItem onths, contrary to	Yes c issuer and o US say-on-p Yes sted because o has not, in o 8A vote AG	For  given that the pay analysis. A  For  - The duration the past, soug AINST resolution	Against  focus of this proposal is on to a coordingly, a vote AGAINST to a coordingly and the proposal is for longer that renewal of the authority exion 8 is warranted because:-	op his Against	
	resignation.  Approve Remuneration Report  Voting Policy Rationale: As the company is classified a executive pay, the recommendation for this proposal item is warranted.  Authorise Issue of Equity  Voting Policy Rationale: Item 7A vote AGAINST resolution 18 months, contrary to recommended limits; and year, nor has it committed to seek annual renewal go. The duration of the proposal is for longer than 18 months.	Mgmt as a US domestic is aligned to the Mgmt ution 7 is warran d- The Company oing forwardItem onths, contrary to	Yes c issuer and o US say-on-p Yes sted because o has not, in o 8A vote AG	For  given that the pay analysis. A  For  - The duration the past, soug AINST resolution	Against  focus of this proposal is on to a coordingly, a vote AGAINST to a coordingly and the proposal is for longer that renewal of the authority exion 8 is warranted because:-	op his Against	
	resignation.  Approve Remuneration Report  Voting Policy Rationale: As the company is classified a executive pay, the recommendation for this proposal item is warranted.  Authorise Issue of Equity  Voting Policy Rationale: Item 7A vote AGAINST resolution 18 months, contrary to recommended limits; and year, nor has it committed to seek annual renewal god The duration of the proposal is for longer than 18 mod exceeds recommended limits of 10 percent of issued.  Authorise Issue of Equity without Pre-emptive	Mgmt as a US domestic is aligned to the Mgmt ution 7 is warran d- The Company ing forwardItem onths, contrary to share capital. Mgmt ution 7 is warran d- The Company ing forwardItem onths, contrary to	Yes c issuer and in US say-on-p Yes ted because in has not, in a 8A vote AG or recommend Yes ted because in has not, in a 8A vote AG of the same in has not, in a 8A vote AG	For given that the hay analysis. A  For The duration the past, soug AINST resolution For The duration the past, soug AINST resolution the past, soug AINST resolution	Against  focus of this proposal is on to cccordingly, a vote AGAINST to Against  Against  n of the proposal is for longer that renewal of the authority exion 8 is warranted because:  - The proposed amount  Against  n of the proposal is for longer that renewal of the authority exion 8 is warranted because:	Against  Against  Against	Against



# **Nielsen Holdings plc**

**Ballot Details** 

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2020	Auto-Approved	04/23/2020	416	416
						Total Shares:	416	416

### **Prudential Financial, Inc.**

Meeting Date: 05/12/2020 Record Date: 03/13/2020	•		Primary Security ID: Ticker: PRU	: 744320102	Meeting ID: 1412355
Primary CUSIP: 744320102	<b>Primary ISIN:</b> US7443201022		Primary SEDOL: 281911	8	Proxy Level: 3
	Shares Voted: 207	Votable Shares:	207	*Shares on Loan: 0	Shares Instructed: 207
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 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 gend	ler	
1.2	Elect Director Gilbert F. Casellas	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.		
1.3	Elect Director Robert M. Falzon	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.		
1.4	Elect Director Martina Hund-Mejean	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 Karl J. Krapek	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 Peter R. Lighte	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 Charles F. Lowrey	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 George Paz	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 Sandra Pianalto	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-ti	ime and sits or	n boards at i	more than 2 pu	ublic companies.There is gend	er	

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



# **Prudential Financial, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.10	Elect Director Christine A. Poon		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 gende	er			
1.11	Elect Director Douglas A. Scovar	ner	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>				
1.12	Elect Director Michael A. Todmai	ı	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
2	Ratify PricewaterhouseCoopers L Auditors	LP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrante	ed because on	nly 2.34 perc	cent of the fees	paid to the au	uditor are for				
3	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Support F	FOR this proposal is wa	arranted as pa	y and perfor	rmance are rea	sonably aligne	d at this time.				
4	Require Independent Board Chai	irman	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC board.	OR this proposal is wan	ranted given t	he importan	nce of having an	n 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		Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/21/2020	Auto-Approved	04/21/2020		207	207
								Total Shares	:	207	207

# **QEP Resources, Inc.**

Meeting Date: 05/12/2020 Record Date: 03/19/2020	•		Primary Security ID Ticker: QEP	: 74733V100	Meeting ID: 1414244
Primary CUSIP: 74733V100	Primary ISIN: US74733V1008		Primary SEDOL: B60X65	57	Proxy Level: 3
	Shares Voted: 5,726	Votable Shares	: 5,726	*Shares on Loan: 0	Shares Instructed: 5,726
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 Phillips S. Baker, 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.		
1b	Elect Director Timothy J. Cutt	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.



### **QEP Resources, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1c	Elect Director Julie A. Dill	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.		
1d	Elect Director Joseph N. Jaggers	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.		
1e	Elect Director Michael J. Minarovic	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at la	east one mino	rity director.	Less than 30%	of the board is diverse.		
1f	Elect Director Mary Shafer-Malicki	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 Barth E. Whitham	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: A vote FOR this proposal is warn shareholder concerns following last year's failed say-on- shareholders and implementing several improvements to Additionally, pay and performance are reasonably aligne	pay vote result the executive	lt, by disclos e pay progra	ing specific eng	gagement efforts with		
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to rational	fy the auditor	is warranted	1.			
4	Approve Reverse Stock Split	Mgmt	Yes	For	For	For	For
Ballot D	Voting Policy Rationale: A vote FOR this proposal is wan proportionally reduced following the reverse stock split. listing of its common stock on the NYSE.  etails						

# **Realty Income Corporation**

Custodian

6728029082

Institutional Account Detail

Rhumbline Custom S&P Index, 6728029082

(IA Name, IA Number)

Meeting Date: 05/12/2020	Country: USA	Primary Security ID: 756109104	<b>Meeting ID:</b> 1415335
Record Date: 03/12/2020	Meeting Type: Annual	Ticker: O	
<b>Primary CUSIP:</b> 756109104	<b>Primary ISIN:</b> US7561091049	Primary SEDOL: 2724193	Proxy Level: 3

Instructor

Auto-Instructed

Date

Instructed

04/22/2020

Approver

Auto-Approved

Date

Approved

04/22/2020

**Total Shares:** 

**Votable Shares** 

5,726

5,726

Shares Voted

5,726

5,726

**Ballot Status** 

Confirmed



Shares Instructed: 708

\*Shares on Loan: 0

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Realty Income Corporation**

Shares Voted: 708

Voting Policy: UUA Total Ballots: 1 Votable Voting Vote Proposal **Proposal Text Mgmt Rec** Proposal ISS Rec **Policy Rec** Instruction Number Proponent Elect Director Kathleen R. Allen 1a Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1b Elect Director A. Larry Chapman For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1c Elect Director Reginald H. Gilyard Mgmt 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 Priya Cherian Huskins For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1e Elect Director Christie B. Kelly Mgmt Yes For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1f Elect Director Gerardo I. Lopez Mgmt Against Against Yes 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. Elect Director Michael D. McKee 1g For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director Gregory T. McLaughlin Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1i Elect Director Ronald L. Merriman Mamt 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 Sumit Roy 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 Auditors For For Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit

Votable Shares: 708

#### **Ballot Details**

purposes.

Advisory Vote to Ratify Named Executive

Officers' Compensation

Institutional Account Detail (IA Name, 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	04/16/2020	Auto-Approved	04/16/2020	708	708

For

For

For

Mgmt

Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in



### **Realty Income Corporation**

Total Shares:	708	708

### T. Rowe Price Group, Inc.

Meeting Date: 05/12/2020	Country: USA	Primary Security I	<b>ID:</b> 74144T108	<b>Meeting ID:</b> 1411858	
<b>Record Date:</b> 03/11/2020	Meeting Type: Annual	Ticker: TROW			
Primary CUSIP: 74144T108	Primary ISIN: US74144T1088	Primary SEDOL: 2702	337	Proxy Level: 3	
	Shares Voted: 460	Votable Shares: 460	*Shares on Loan: 0	Shares Instructed: 460	
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 Mark S. Bartlett	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 Mary K. Bush	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.											
1c	Elect Director Dina Dublon	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 Freeman A. Hrabowski, 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.							
1e	Elect Director Robert F. MacLellan	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 Olympia J. Snowe	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 Robert J. Stevens	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 J. Stromberg	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 Richard R. Verma	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 Sandra S. Wijnberg	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.							
1k	Elect Director Alan D. Wilson	Mgmt	Yes	For	For	For	For					

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



# T. Rowe Price Group, Inc.

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although certain concerns as are reasonably aligned at this time.	re noted, a vote F	FOR this pro	posal is warraı	nted as pay and performance		
Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warn non-audit purposes.	ranted because on	aly 13.17 pe	rcent of the fe	es paid to the auditor are for		
Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Sc	orecard evaluation	n (EPSC), a	vote FOR this	proposal is warranted.		
Report on and Assess Proxy Voting Policies in Relation to Climate Change Position	SH	Yes	Against	Against	For	For
			•		7	
	Advisory Vote to Ratify Named Executive Officers' Compensation  Voting Policy Rationale: Although certain concerns a are reasonably aligned at this time.  Ratify KPMG LLP as Auditors  Voting Policy Rationale: A vote FOR this item is warn non-audit purposes.  Approve Omnibus Stock Plan  Voting Policy Rationale: Based on the Equity Plan Sc Report on and Assess Proxy Voting Policies in Relation to Climate Change Position  Voting Policy Rationale: A vote FOR this proposal is	Advisory Vote to Ratify Named Executive Mgmt Officers' Compensation  Voting Policy Rationale: Although certain concerns are noted, a vote for are reasonably aligned at this time.  Ratify KPMG LLP as Auditors Mgmt  Voting Policy Rationale: A vote FOR this item is warranted because or non-audit purposes.  Approve Omnibus Stock Plan Mgmt  Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation.  Report on and Assess Proxy Voting Policies in SH Relation to Climate Change Position  Voting Policy Rationale: A vote FOR this proposal is warranted as the	Advisory Vote to Ratify Named Executive Officers' Compensation  Voting Policy Rationale: Although certain concerns are noted, a vote FOR this program are reasonably aligned at this time.  Ratify KPMG LLP as Auditors Mgmt Yes  Voting Policy Rationale: A vote FOR this item is warranted because only 13.17 per non-audit purposes.  Approve Omnibus Stock Plan Mgmt Yes  Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a Report on and Assess Proxy Voting Policies in SH Yes Relation to Climate Change Position  Voting Policy Rationale: A vote FOR this proposal is warranted as the requested reference of the second proposal is warranted as the second proposal is warranted proposal is warranted as the second proposal is warranted as the second proposal is warranted proposal is warranted proposal is warranted proposal is	Advisory Vote to Ratify Named Executive Officers' Compensation  Voting Policy Rationale: Although certain concerns are noted, a vote FOR this proposal is warrant are reasonably aligned at this time.  Ratify KPMG LLP as Auditors Mgmt Yes For  Voting Policy Rationale: A vote FOR this item is warranted because only 13.17 percent of the feature non-audit purposes.  Approve Omnibus Stock Plan Mgmt Yes For  Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this Relation to Climate Change Position  Voting Policy Rationale: A vote FOR this proposal is warranted as the requested report would be advised to the results of the requested report would be advised to the report would be advised t	Advisory Vote to Ratify Named Executive Officers' Compensation  **Voting Policy Rationale: Although certain concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.  Ratify KPMG LLP as Auditors Mgmt Yes For For  **Voting Policy Rationale: A vote FOR this item is warranted because only 13.17 percent of the fees paid to the auditor are for non-audit purposes.  Approve Omnibus Stock Plan Mgmt Yes For For  **Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  Report on and Assess Proxy Voting Policies in Relation to Climate Change Position	Advisory Vote to Ratify Named Executive Mgmt Yes For For For Officers' Compensation  **Voting Policy Rationale: Although certain concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.  Ratify KPMG LLP as Auditors Mgmt Yes For For For For  **Voting Policy Rationale: A vote FOR this item is warranted because only 13.17 percent of the fees paid to the auditor are for non-audit purposes.  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.  Report on and Assess Proxy Voting Policies in Relation to Climate Change Position  **Voting Policy Rationale: A vote FOR this proposal is warranted as the requested report would benefit shareholders by allowing

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	04/25/2020	Auto-Approved	04/25/2020	405	405
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/25/2020	Auto-Approved	04/25/2020	55	55
						Total Shares:	460	460

# The Hanover Insurance Group, Inc.

Meeting Date: 05/12/2020 Record Date: 03/16/2020	•		Primary Security ID Ticker: THG	<b>:</b> 410867105	Meeting ID: 1412691	
Primary CUSIP: 410867105	<b>Primary ISIN:</b> US4108671052		Primary SEDOL: 202041	5	Proxy Level: 3	
Total Ballots: 1	Shares Voted: 100 Voting Policy: UUA	Votable Shares	:: 100	*Shares on Loan: 0	Shares Instructed: 100	
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 Instruct			
1.1	Elect Director Jane D. Carlin	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.2	Elect Director Daniel T. Henry	Mgmt	Yes	For	For	For	For			

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



### The Hanover Insurance Group, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1.3	Elect Director Wendell J. Kno	х	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nand racial diversity on the boat	, ,			more than 2 pu	ıblic companie	s.There is gend	ler			
1.4	Elect Director Kathleen S. La	ne	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial div	rersity on the bo	pard. There i	is at least 30 ρε	ercent diversity	v.				
2	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns were iden		arranted as pay	and perform	mance are reaso	onably aligned	and no				
3	Ratify PricewaterhouseCoope	ers LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	e FOR this item is warra	nted because or	าly 5.21 perd	cent of the fees	paid to the au	uditor are for				
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	04/09/2020	Auto-Approved	04/12/2020		100	100
								Total Shares	, <del></del>	100	100

### **The Hershey Company**

Meeting Date: 05/12/2020	Country: USA	Primary Security ID:	427866108	<b>Meeting ID:</b> 1415665		
Record Date: 03/13/2020	Meeting Type: Annual	Ticker: HSY				
<b>Primary CUSIP:</b> 427866108	<b>Primary ISIN:</b> US4278661081	Primary SEDOL: 2422806	5	Proxy Level: 3		
	Shares Voted: 536	s: 536	*Shares on Loar	Shares Instructed: 536		
Total Ballots: 1	Voting Policy: UUA					
Proposal Number Proposal Text	Proponent	Votable Proposal Mo	gmt Rec ISS Rec		Voting Policy Rec	Vote Instruction

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi					
1.1	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.							
1.2	Elect Director James W. Brown	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 Michele G. Buck	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 Victor L. Crawford	Mgmt	Yes	For	For	For	For					
	Elect Director Michele G. Buck 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.											

\*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 Instruct		
1.5	Elect Director Charles A. Davis	Mgmt	Yes	For	For	Withhold	Withhold		
	Voting Policy Rationale: The nominee is employed full-ting and racial diversity on the board. There is at least 30 pe			nore than 2 pu	blic companies.There is gende	er			
1.6	Elect Director Mary Kay Haben	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.				
1.7	Elect Director James C. Katzman	Mgmt	Yes	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 M. Diane Koken	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.				
1.9	Elect Director Robert M. Malcolm	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.				
1.10	Elect Director Anthony J. Palmer	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.				
1.11	Elect Director Juan R. Perez	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.				
1.12	Elect Director Wendy L. Schoppert	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.				
1.13	Elect Director David L. Shedlarz	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.				
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 7.69 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		
Ballot D	Voting Policy Rationale: A vote FOR this proposal is warn review. Annual incentives are largely based on objective equity grants are predominately performance based.  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	04/22/2020	Auto-Approved	04/22/2020	536	536
						Total Shares:	536	536



### W. R. Grace & Co.

	Shares Voted: 1,163	Votable Shares: 1,163	*Shares on Loan: 0	Shares Instructed: 1,163
Primary CUSIP: 38388F108	Primary ISIN: US38388F1084	Primary SEDOL: 223	2685	Proxy Level: 3
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: GRA	10: 303001 100	recting 15. 111(11)
Meeting Date: 05/12/2020	Country: USA	Primary Security	TD: 38388F108	Meeting ID: 1414419

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 Julie Fasone Holder	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 Christopher J. Steffen	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 Shlomo Yanai	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	iblic companies.There is gende	er					
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.36 percent of the fees paid to the auditor are for non-audit purposes.										
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this proposal is wai	ranted as pay	and perform	nance are reaso	onably aligned at this time.						

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/09/2020	Auto-Approved	04/12/2020	1,163	1,163
						Total Shares:	1,163	1,163

### **Alexion Pharmaceuticals, Inc.**

Elect Director Felix J. Baker

1.1

Meeting Date: 05/13/2020 Record Date: 03/16/2020	Country: USA Meeting Type: Annual	Primary Security ID: 0153 Ticker: ALXN	Primary Security ID: 015351109 Ticker: ALXN				
Primary CUSIP: 015351109	<b>Primary ISIN:</b> US0153511094	Primary SEDOL: 2036070	Primary SEDOL: 2036070				
Total Ballots: 1	Shares Voted: 32 Voting Policy: UUA	Votable Shares: 32 *Sha	ares on Loan: 0	Shares Instructed: 32			
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS Rec	Voting Vote Policy Rec Instru	ction			

Mgmt

Yes

For

For

Against

Against



### **Alexion Pharmaceuticals, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi				
	Voting Policy Rationale: The board does not include nominee is employed full-time and sits on boards a		•		6 of the board is diverse.The						
1.2	Elect Director David R. Brennan	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The board does not include	e at least one mine	ority director.	Less than 30%	6 of the board is diverse.						
1.3	Elect Director Christopher J. Coughlin	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.										
1.4	Elect Director Deborah Dunsire	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.										
1.5	Elect Director Paul A. Friedman	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The board does not include nominee is employed full-time and sits on boards a		•		6 of the board is diverse.The						
1.6	Elect Director Ludwig N. Hantson	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The board does not include	e at least one mine	ority director.	Less than 30%	6 of the board is diverse.						
1.7	Elect Director John T. Mollen	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The board does not include	e at least one mind	ority director	Less than 30%	6 of the board is diverse.						
1.8	Elect Director Francois Nader	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The board does not include	e at least one min	ority director.	Less than 30%	6 of the board is diverse.						
1.9	Elect Director Judith A. Reinsdorf	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The board does not include	e at least one min	ority director.	Less than 30%	6 of the board is diverse.						
1.10	Elect Director Andreas Rummelt	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The board does not include	e at least one min	ority director.	Less than 30%	6 of the board is diverse.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this item is wannon-audit purposes.	rranted because le	ess than one	percent of the	fees paid to the auditor are t	or					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this proposal is objective performance conditions, with reasonably performance component, the CEO's payout for 2011 the 2017-2019 performance cycle were not earned.	rigorous goals. Wi 9 was not increas	hile annual a ed based on	wards include a individual perfo	a discretionary individual ormance. In addition, PSUs fo						
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For				

Voting Policy Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights. Additionally, there is no shareholder that could act unilaterally at this time to call a special meeting at the proposed threshold.



# **Alexion Pharmaceuticals, Inc.**

**Ballot Details** 

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2020	Auto-Approved	04/16/2020	32	32
						Total Shares:	32	32

### **American International Group, Inc.**

Meeting Date: 05/13/2020 Record Date: 03/18/2020	Country: USA  Meeting Type: Annual	Primary Secu Ticker: AIG	ırity ID: 026874784	Meeting ID: 1414837
<b>Primary CUSIP:</b> 026874784	<b>Primary ISIN:</b> US0268747849	Primary SEDOI	L: 2027342	Proxy Level: 4
	Shares Voted: 2,124	Votable Shares: 2,124	*Shares on Loan: 0	Shares Instructed: 2,124
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 racial divers	sity on the boo	ard. There is	at least 30 pe	ercent diversity.		
1b	Elect Director Brian Duperreault	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 John H. Fitzpatrick	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.		
1d	Elect Director William G. Jurgensen	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 Christopher 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	ercent diversity.		
1f	Elect Director Henry S. Miller	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 Linda A. Mills	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 Thomas F. Motamed	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.		
1i	Elect Director Peter R. Porrino	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.		
1j	Elect Director Amy L. Schioldager	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.		

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



# **American International Group, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1k	Elect Director Douglas M. Steenland	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.		
11	Elect Director Therese M. Vaughan	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	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	improvements to address those concerns. The refreshed operational metrics with full disclosure of quantified per appropriately reflects long-term performance, and the ir more closely align payouts with shareholders' experience STI and LTI programs allow for considerable upward addiscretion. Some investors may prefer to see narrower linendisclosure of forward-looking LTI performance goal continued close monitoring.	formance targ ntroduction of e. Nonetheles ijustments to a imitations set	ets. The CEO a vesting ca s, there are awards for e on such adjo	O's lower equit ap for below-m certain structu wither individua austments. Furt	ty grant value in FY19 more edian performance will serve t tral concerns identified. Both to Il performance or by committed ther, the continued	he e	
3	Amend Securities Transfer Restrictions	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is war reasonable, the value of the NOLs to be protected is maconcern.	•	•	•			
4	Ratify NOL Rights Plan (NOL Pill)	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wan NOLs to be protected is material, and there are no signi			•	•		
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrants non-audit purposes.	ed because or	aly 3.80 perc	cent of the fee	s paid to the auditor are for		
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wan special meeting from 25 percent to 10 percent would en- could act unilaterally at this time to call a special meetin	hance shareh	olders' right	s. Additionally,			

### **Ballot Details**

Institutional Account Detail (IA Name, 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	04/17/2020	Auto-Approved	04/17/2020	2,039	2,039
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/17/2020	Auto-Approved	04/17/2020	85	85
						Total Shares:	2,124	2,124



### **American Water Works Company, Inc.**

Meeting Date: 05/13/2020Country: USAPrimary Security ID: 030420103Meeting ID: 1414743Record Date: 03/17/2020Meeting Type: AnnualTicker: AWK

Primary CUSIP: 030420103 Primary ISIN: US0304201033 Primary SEDOL: B2R3PV1 Proxy Level: 3

Shares Voted: 533 Votable Shares: 533 \*Shares on Loan: 0 Shares Instructed: 533

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 N. Edwards	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.				
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 diversity on the board. There is at least 30 percent diversity.								
1d	Elect Director Kimberly J. Harris	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	s at least 30 pe	ercent diversity.				
1e	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 gende	er			
1f	Elect Director Patricia L. Kampling	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 Karl F. Kurz	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 Walter J. Lynch	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 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.				
1j	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.				
1k	Elect Director Lloyd M. Yates	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 wan	ranted, as pay	and perform	nance are reas	sonably aligned at this time.				



# **American Water Works Company, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	
3	Ratify PricewaterhouseCoopers LLP as Me Auditors			Yes	For	For		For	For	
Ballot D	Voting Policy Rationale: A vote F non-audit purposes.	OR this item is warrante	ed because or	nly 4.63 perc	cent of the fees	paid to the au	uditor are for			
Institutio	onal Account Detail c, 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	04/20/2020	Auto-Approved	04/20/2020	533	533
								Total Shares		F22

### **Dunkin' Brands Group Inc.**

Meeting Date: 05/13/2020     Country: USA Record Date: 03/19/2020     Primary Security ID: 265504100     Meeting ID: 1415899       Primary CUSIP: 265504100     Primary ISIN: US2655041000     Primary SEDOL: B3LHT03     Proxy Level: 3       Shares Voted: 108     Votable Shares: 108     *Shares on Loan: 0     Shares Instructed: 108       Total Ballots: 1     Voting Policy: UUA     Votable Proposal Mgmt Rec     ISS Rec     Voting Policy Rec     Instruction	Dunkin Brands Group, Inc.										
Shares Voted: 108 Votable Shares: 108 *Shares on Loan: 0 Shares Instructed: 108  Total Ballots: 1 Voting Policy: UUA  Proposal Votable Votable Voting Vote		•	-	•	Meeting ID: 1415899						
Total Ballots: 1 Voting Policy: UUA  Proposal Votable Voting Vote	Primary CUSIP: 265504100	Primary ISIN: US2655041000	Primary SI	EDOL: B3LHT03	Proxy Level: 3						
	Total Ballots: 1		Votable Shares: 108	*Shares on Loan: 0	Shares Instructed: 108						
	-	Proponent									

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Linda Boff	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.		
1b	Elect Director Irene Chang Britt	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.		
1c	Elect Director Michael F. Hines	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.		
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 significant concerns were found at this time.	ranted as pay a	and perform	ance are reasc	onably aligned and no		
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante	ed because on	ly 2.71 perc	ent of the fees	paid to the auditor are for		

non-audit purposes.

### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/14/2020	Auto-Approved	04/14/2020	108	108



## **Dunkin' Brands Group, Inc.**

Total Shares:	108	108

## First Solar, Inc.

Meeting Date: 05/13/2020 Country: USA Primary Security ID: 336433107 **Meeting ID:** 1415326 Record Date: 03/23/2020 Meeting Type: Annual Ticker: FSLR **Primary CUSIP:** 336433107 **Primary ISIN:** US3364331070 Primary SEDOL: B1HMF22 Proxy Level: 3 Shares Voted: 53 Votable Shares: 53 \*Shares on Loan: 0Shares Instructed: 53 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. 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 mino	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 mino	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 mino	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 mino	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 mino	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 mino	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 mino	rity director.	Less than 30%	of the board is diverse.		
1.10	Elect Director Mark R. Widmar	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante	ed because on	ly 13.44 per	cent of the fee	s paid to the auditor are for		

non-audit purposes.



**Meeting ID:** 1410394

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## First Solar, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
3	Approve 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	rranted.			-	
4	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			-	
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	04/15/2020	Auto-Approved	04/15/2020		53	53
					_			Total Shares		53	53

Primary Security ID: 339750101

Ticker: FND

## Floor & Decor Holdings, Inc.

Country: USA

Meeting Type: Annual

Meeting Date: 05/13/2020

Record Date: 03/17/2020

non-audit purposes.

rimary CUSIP: 339750101		Primary ISIN: US3397501012			Primary	SEDOL: BYQHP96		Proxy Level: 3		
Fotal Ballo	ots: 1	Shares Voted: 9,300 Voting Policy: UUA		Votable Si	nares: 9,300	*Share	es on Loan: 0	Shares Instructed: 9,300		
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1a	Elect Director David B. Kaplan		Mgmt	Yes	For	Against	Against	Against		
	Voting Policy Rationale: A vote A warranted given the board's failucertain changes to the governing	re to remove, or subjec	ct to a sunset	requirement	t, the superma	iority vote requirement	to enact			
	than 30% of the board is diverse									
			Mgmt	Yes	For	Against	Against	Against		
1b	than 30% of the board is diverse	o. GAINST incumbent dire ire to remove, or subjec i documents and the cla	ector nominees et to a sunset	s David Kapı requirement	lan, Peter Starr t, the superma	rett, and George West iority vote requirement	is to enact	Against		
1b	than 30% of the board is diversed Elect Director Peter M. Starrett Voting Policy Rationale: A vote A warranted given the board's failu certain changes to the governing	o, GAINST incumbent dire are to remove, or subject and documents and the cla	ector nominees et to a sunset	s David Kapı requirement	lan, Peter Starr t, the superma	rett, and George West iority vote requirement	is to enact	Against		
1b	than 30% of the board is diversed Elect Director Peter M. Starrett Voting Policy Rationale: A vote A warranted given the board's fails certain changes to the governing than 30% of the board is diversed	GAINST incumbent dire  ore to remove, or subject  documents and the cla  c.  Jest  GAINST incumbent dire  ore to remove, or subject  documents and the cla	ector nominee.  ct to a sunset assified board,  Mgmt  ector nominee.  ct to a sunset	s David Kapi requirement each of wh Yes s David Kapi requirement	lan, Peter Starr t, the superma, ich adversely ii For lan, Peter Starr t, the superma,	rett, and George West iority vote requirement impact shareholder righ Against rett, and George West iority vote requirement	is to enact tts.Less  Against is to enact			

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

Proposal



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## Floor & Decor Holdings, Inc.

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instructi	on	
3	Advisory Vote to Ratify Nar Officers' Compensation	For									
Ballot D	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.										
	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
Sands Cap	oital Mgnt, 6728029078	6728029078	Confirmed		Auto-Instructed	04/14/2020	Auto-Approved	04/14/2020		9,300	9,300
								Total Shares	:	9,300	9,300

Voting

Vote

Votable

## **HollyFrontier Corporation**

Meeting Date: 05/13/2020 Record Date: 03/16/2020	•		curity ID: 436106108	Meeting ID: 1412347
<b>Primary CUSIP:</b> 436106108	<b>Primary ISIN:</b> US4361061082	Primary SEDO	<b>DL:</b> B5VX1H6	Proxy Level: 3
	Shares Voted: 509	Votable Shares: 509	*Shares on Loan: 0	Shares Instructed: 509
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
1a	Elect Director Anne-Marie N. Ainsworth	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: Less than 30% of the board is a	liverse.									
1b	Elect Director Douglas Y. Bech	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 <sub>i</sub>	ployed full-time	e and sits on boards at more						
1c	Elect Director Anna C. Catalano	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: Less than 30% of the board is a	liverse.									
1d	Elect Director Leldon E. Echols	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 <sub>l</sub>	ployed full-time	e and sits on boards at more						
1e	Elect Director Michael C. Jennings	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.										
1f	Elect Director R. Craig Knocke	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: Less than 30% of the board is o	liverse.									



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **HollyFrontier Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on		
1g	Elect Director Robert J. Kostelni	k	Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: Less than	n 30% of the board is	diverse.									
1h	Elect Director James H. Lee		Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: Less than	n 30% of the board is	diverse.									
1i	Elect Director Franklin Myers		Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: Less that than 2 public companies.	n 30% of the board is	diverse.The no	ominee is en	nployed full-tim	ne and sits on l	boards at more					
1j	Elect Director Michael E. Rose		Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: Less than	n 30% of the board is	diverse.									
2	Advisory Vote to Ratify Named I Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: Support of company performance remain red NEO.											
3	Ratify Ernst & Young LLP as Aud	ditors	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote Forman non-audit purposes.	OR this item is warran	ted because or	nly 18.10 pe	ercent of the fee	es paid to the a	auditor are for					
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: Based or	the Equity Plan Score	ecard evaluation	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	Sh	ares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/20/2020	Auto-Approved	04/20/2020		509		509
								Total Shares		509		509

## **Integra LifeSciences Holdings Corporation**

Elect Director Peter J. Arduini

1a

Meeting Date: 05/13/2020 Record Date: 03/30/2020	•		Primary Security ID: Ticker: IART	457985208	Meeting ID: 1418540	
Primary CUSIP: 457985208	<b>Primary ISIN:</b> US4579852082	Primary SEDOL: 2248693	3	Proxy Level: 3		
	Shares Voted: 212	Votable Shares	s: 212	*Shares on Loa		Shares Instructed: 212
Total Ballots: 1	Voting Policy: UUA					
Proposal Number Proposal Text	Proponent	Votable Proposal Mo	gmt Rec ISS Rec		Voting Policy Rec	Vote Instruction

Yes

Mgmt

For

For

For

For

Rhumbline Custom S&P Index, 6728029082



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Integra LifeSciences Holdings Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
	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>				
1b	Elect Director Rhonda Germany	Ballintyn	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>				
1c	Elect Director Keith Bradley		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 Stuart M. Essig		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nom and racial diversity on the board.										
1e	Elect Director Barbara B. Hill		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> .				
1f	Elect Director Lloyd W. Howell,	Jr.	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The non aggregate fees paid to the comp percent diversity.										
1g	Elect Director Donald E. Morel,	Jr.	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 Raymond G. Mur	phy	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The non aggregate fees paid to the comp percent diversity.										
1i	Elect Director Christian S. Schao	de	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The non aggregate fees paid to the comp percent diversity.										
2	Ratify PricewaterhouseCoopers	LLP as Auditor	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: A vote A represent 36.61 percent of the to independence of the auditor.			•	-						
3	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 reas	onably aligned	and no				
Ballot D	Petails										
	onal Account Detail	Custodian			Instructor	Date	Approver	Date			

Confirmed

6728029082

Auto-Instructed

04/20/2020

Total Shares:

04/20/2020 Auto-Approved

212

212

212

212



## **Integra LifeSciences Holdings Corporation**

## **Iron Mountain Incorporated**

Primary Security ID: 46284V101 **Meeting ID:** 1416494 Meeting Date: 05/13/2020 Country: USA **Record Date:** 03/16/2020 Ticker: IRM Meeting Type: Annual Primary CUSIP: 46284V101 **Primary ISIN:** US46284V1017 Primary SEDOL: BVFTF03 Proxy Level: 3 Shares Voted: 585 Votable Shares: 585 \*Shares on Loan: 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
1a	Elect Director Jennifer Allerton	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 Pamela M. Arway	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 Clarke H. Bailey	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	
1d	Elect Director Kent P. Dauten	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 Paul F. Deninger	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 Monte Ford	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 geno	ler	
1g	Elect Director Per-Kristian Halvorsen	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 Robin L. Matlock	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 William L. Meaney	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 Wendy J. Murdock	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 Walter C. Rakowich	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 Doyle R. Simons	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:** 1416256

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Iron Mountain Incorporated**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1m	Elect Director Alfred J. Verrec	chia	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 pe	ercent diversity	<i>'.</i>				
2	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	rranted as pay	and perform	mance are reaso	onably aligned	for the year in			-	
3	Ratify Deloitte & Touche LLP	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warran	ted because or	aly 18.93 pe	rcent of the fee	es paid to the a	auditor are 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	04/17/2020	Auto-Approved	04/17/2020		585	585
					_			Total Shares	:	585	585

## Kinder Morgan, Inc.

Country: USA

Meeting Type: Annual

Meeting Date: 05/13/2020

**Record Date:** 03/16/2020

Necora Bate: 03/10/2020		Piccing Type: Anno		i i ckci i	IXI-11					
Primary C	CUSIP: 49456B101	Primary ISIN: US49456B1017			Primary SEDOL: B3NQ4P8					oxy Level: 3
Total Ball	ots: 1	Shares Voted: 3,048 Voting Policy: UUA		Votable Sh	nares: 3,048		*Shares on Lo	<b>ean:</b> 0	Sha	res Instructed: 3,048
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	
1.1	Elect Director Richard D. Kinder		Mgmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: Less than 30% of the board is diverse.									
1.2	Elect Director Steven J. Kean		Mgmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: Less that	n 30% of the board is o	liverse.							
1.3	Elect Director Kimberly A. Dang		Mgmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: Less that	n 30% of the board is o	diverse.							
1.4	Elect Director Ted A. Gardner		Mgmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: Less that	n 30% of the board is o	diverse.							
1.5	Elect Director Anthony W. Hall,	Jr.	Mgmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: Less that	n 30% of the board is o	diverse.							

Primary Security ID: 49456B101

Ticker: KMI



## **Kinder Morgan, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Gary L. Hultquist	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	s diverse.					
1.7	Elect Director Ronald L. Kuehn, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	s diverse.					
1.8	Elect Director Deborah A. Macdonald	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	s diverse.					
1.9	Elect Director Michael C. Morgan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	s diverse.					
1.10	Elect Director Arthur C. Reichstetter	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	s diverse.					
1.11	Elect Director Fayez Sarofim	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	s diverse.					
1.12	Elect Director C. Park Shaper	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is than 2 public companies.	s diverse.The no	ominee is en	nployed full-tin	ne and sits on boards at more		
1.13	Elect Director William A. Smith	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	s diverse.					
1.14	Elect Director Joel V. Staff	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	s diverse.					
1.15	Elect Director Robert F. Vagt	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	s diverse.					
1.16	Elect Director Perry M. Waughtal	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	s diverse.					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrannon-audit purposes.	nted because or	nly 4.55 perc	ent of the fee	s 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	04/20/2020	Auto-Approved	04/20/2020	3.048	3.048



## **Kinder Morgan, Inc.**

Total Shares:	3,048	3,048

## **Kohl's Corporation**

Meeting Date: 05/13/2020 Record Date: 03/11/2020	•		Primary Security ID Ticker: KSS	: 500255104	Meeting ID: 1412352
Primary CUSIP: 500255104	Primary ISIN: US5002551043		Primary SEDOL: 2496113		Proxy Level: 3
Total Ballots: 1	Shares Voted: 277 Voting Policy: UUA	Votable Shares	: 277	*Shares on Loan: 0	Shares Instructed: 277

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Michael J. Bender	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 Peter Boneparth	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 Steven A. Burd	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.		
1d	Elect Director Yael Cosset	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.		
1e	Elect Director H. Charles Floyd	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent maggregate fees paid to the company's external auditor. To percent diversity.						
1f	Elect Director Michelle 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.		
1g	Elect Director Jonas Prising	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 John E. Schlifske	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent maggregate fees paid to the company's external auditor. To percent diversity.						
1i	Elect Director Adrianne Shapira	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.



# **Kohl's Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi				
1j	Elect Director Frank V. Sica	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.The	ere is gender					
1k	Elect Director Stephanie A. Streeter	Mgmt	Yes	For	For	Against	Against				
	Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.										
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against				
3	Voting Policy Rationale: A vote AGAINST the ratificat represent 32.88 percent of the total fees received by independence of the auditor.  Advisory Vote to Ratify Named Executive Officers' Compensation	•	•		•		For				
	Voting Policy Rationale: A vote FOR this proposal is v review.	warranted as pay	and perfori	mance are reas	sonably aligned for ti	he year in					
4	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against				
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's existing good governance practices provide an effective counterbalance to the absence of a meaningful right to act by written consent.										
5	Adopt Vendor Policy Regarding Oversight on Animal Welfare 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	petails										
Institutio	onal Account Detail Custodian			Instructor	Date Apr	prover Date					

Institutional Account Detail (IA Name, 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	04/22/2020	Auto-Approved	04/22/2020	277	277
						Total Shares:	277	277

# **Mondelez International, Inc.**

Meeting Date: 05/13/2020 Record Date: 03/12/2020	Country: USA Meeting Type: Annual	Primary Security ID: 609207105 Ticker: MDLZ	<b>Meeting ID:</b> 1413396
<b>Primary CUSIP:</b> 609207105	Primary ISIN: US6092071058	Primary SEDOL: B8CKK03	Proxy Level: 3



## **Mondelez International, Inc.**

Shares Voted: 2,729 Votable Shares: 2,729 \*Shares on Loan: 0 Shares Instructed: 2,729

 $\textbf{Total Ballots:} \ 1 \\ \textbf{Voting Policy:} \ \mathsf{UUA} \\$ 

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Lewis W.K. Booth	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 Charles E. Bunch	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 Debra A. Crew	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 p	ublic companies.There is g	gender	
1.4	Elect Director Lois D. Juliber	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.		
1.5	Elect Director Peter W. May	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.		
1.6	Elect Director Jorge S. Mesquita	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.		
1.7	Elect Director Fredric G. Reynolds	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.		
1.8	Elect Director Christiana S. Shi	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.		
1.9	Elect Director Patrick T. Siewert	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.		
1.10	Elect Director Michael A. Todman	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.		
1.11	Elect Director Jean-Francois M. L. van Boxmeer	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 p	ublic companies.There is g	gender	
1.12	Elect Director Dirk Van de Put	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

proposal, the board engaged with shareholders and made meaningful changes to compensation programs and practices to address the concerns raised by investors. In addition, pay and performance are reasonably aligned for the year in review and incentive programs are sufficiently performance-based.



## **Mondelez International, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.										
4	Consider Pay Disparity Between Executives and Other Employees	SH	Yes	Against	Against	For	For				
	3 3										

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	04/20/2020	Auto-Approved	04/20/2020	2,729	2,729
						Total Shares:	2,729	2,729

## **PPL Corporation**

Meeting Date: 05/13/2020 Record Date: 02/28/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: PPL	rity ID: 69351T106	Meeting ID: 1415907
Primary CUSIP: 69351T106	<b>Primary ISIN:</b> US69351T1060	Primary SEDOL	: 2680905	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,860 Voting Policy: UUA	Votable Shares: 1,860	*Shares on Loan: 0	Shares Instructed: 1,860

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director John W. Conway	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 Steven G. Elliott	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 Raja Rajamannar	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 Craig A. Rogerson	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	
1e	Elect Director Vincent Sorgi	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.		



# **PPL Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1f	Elect Director William H. Spend	ce	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> .				
1g	Elect Director Natica von Altha	nn	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>				
1h	Elect Director Keith H. Williams	son	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>				
1i	Elect Director Phoebe A. Wood		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nor and racial diversity on the board				more than 2 pu	ıblic companie.	s.There is gend	er			
1j	Elect Director Armando Zagalo	de Lima	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					
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote I attributed to an increase in his performance criteria. The long-t performance period, while discle financial target set below the prelative metric. Further monitori	pension value. The sho perm program is predor psing forward-looking g ior year's actual perfor	rt-term progran minately perfori goals. One conc mance, while h	n consisted mance-cond ern in both alf of the Li	entirely of pre- litioned, with m programs is the II targets mere	set metrics wit etrics that utili e goal rigor, as	h objective ze a multi-year the STI used a				
3	Ratify Deloitte & Touche LLP a	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote in non-audit purposes.	FOR this item is warran	nted because or	nly 8.04 per	cent of the fees	paid to the au	uditor are for				
4	Require Independent Board Ch	nairman	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote I board.	FOR this proposal is wa	arranted given t	the importar	nce of having a	n independent	chairman of 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	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/21/2020	Auto-Approved	04/21/2020		1,860	1,860
								Total Shares		1,860	1,860

# Primerica, Inc.

Meeting Date: 05/13/2020	Country: USA	Primary Security ID: 74164M108	Meeting ID: 1415125
Record Date: 03/17/2020	Meeting Type: Annual	Ticker: PRI	
Primary CUSIP: 74164M108	Primary ISIN: US74164M1080	Primary SEDOL: B50K3X8	Proxy Level: 3



## Primerica, Inc.

Shares Voted: 1,333 Votable Shares: 1,333 \*Shares on Loan: 0 Shares Instructed: 1,333

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director John A. Addison, 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	rcent diversity.		
1b	Elect Director Joel M. Babbit	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.		
1c	Elect Director P. George Benson	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 C. Saxby Chambliss	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 Gary L. Crittenden	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 Cynthia N. Day	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	
1g	Elect Director Sanjeev Dheer	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 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	rcent diversity.		
1i	Elect Director D. Richard Williams	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 Glenn J. Williams	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 Barbara A. Yastine	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	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wan significant concerns were identified at this time.	ranted as pay	and perform	nance are reaso	onably aligned and no		
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For



## Primerica, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
4	Ratify KPMG LLP as Auditor		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC purposes.	R this item is warrante	d because no	ne of the fe	es paid to the a	auditor are for	non-audit				
Ballot D	etails										
	nal Account Detail , IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
WCM Inve	stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	04/15/2020	Auto-Approved	04/15/2020		1,333	1,333
								Total Shares:		1,333	1,333

## **Range Resources Corporation**

Meeting Date: 05/13/2020 Record Date: 03/27/2020	Country: USA Meeting Type: Annual	Primary Security ID: 7 Ticker: RRC	5281A109	Meeting ID: 1416225	
<b>Primary CUSIP:</b> 75281A109	Primary ISIN: US75281A1097	Primary SEDOL: 2523334		Proxy Level: 3	
Total Ballots: 1	Shares Voted: 1,091 Voting Policy: UUA	Votable Shares: 1,091	Shares on Loan: 0	Shares Instructed: 1,091	
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS Rec	Voting Vote Policy Rec Instruct	ion	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Brenda A. Cline	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at land nominee is employed full-time and sits on boards at mo-		•		of the board is diverse.The		
1b	Elect Director James M. Funk	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 Steve D. Gray	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.		
1d	Elect Director Greg G. Maxwell	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.		
1e	Elect Director Steffen E. Palko	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at la	east one minor	rity director.	Less than 30%	of the board is diverse.		
1f	Elect Director Jeffrey L. Ventura	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at lo	east one minor	rity director.	Less than 30%	of the board is diverse.		



## **Range Resources Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote mitigated for the year in review shareholders, provided feedba persist for the year in review. V including one which was achie FY20, half of the performance- committee has implemented a incentives tied to pre-set object has been reduced from 60 per	v. Following last year's i ck, and made some imp Certain targets in the an yed above maximum. W based equity will contin new discretionary comp tive metrics. Furthermo	low say-on-pay provement to the nnual incentive p while the comminue to be earned ponent to the Si	vote, the come pay program we stree eliminad based on Transfer free free free free free free free	ompensation co nam for FY20. He ere set below th ted overlap bet annual perform which will redu	mmittee engage lowever, pay pi le previous yea tween the STI of ance periods. I uce the portion	ged with rogram concern or's actual result and LTI plans in In addition, the of the annual	S,			
3	Ratify Ernst & Young LLP as A	Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because on	nly 1.35 per	cent of the fees	s paid to the au	uditor are for				
4	Amend 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	proposal is wai	rranted.			•	
1g	Elect Director Margaret K. Do	rman	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	pard does not include at	t least one mino	rity director	r.Less than 30%	6 of the board	is diverse.				
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	04/22/2020	Auto-Approved	04/22/2020		1,091	1,091

## **Repligen Corporation**

Meeting Date: 05/13/2020	<b>ng Date:</b> 05/13/2020 <b>Country:</b> USA		<b>Primary Security ID:</b>	759916109	Meeting ID: 1432071	
<b>Record Date:</b> 04/01/2020	Meeting Type: Annual		Ticker: RGEN			
<b>Primary CUSIP:</b> 759916109	<b>Primary ISIN:</b> US7599161095		Primary SEDOL: 2731654		Proxy Level: 3	
	Shares Voted: 1,138	Votable Shares	: 1,138	*Shares on Loan: 0	Shares Instructed: 1,138	
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 Nicolas M. Barthelemy	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 Karen A. Dawes	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.



## **Repligen Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1C	Elect Director Tony J. Hunt		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at i	least one mino	rity director	Less than 30%	of the board	is diverse.				
1D	Elect Director Rohin Mhatre		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at i	least one mino	rity director	Less than 30%	of the board	is diverse.				
1E	Elect Director Glenn P. Muir		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at i	least one mino	rity director	Less than 30%	of the board	is diverse.				
1F	Elect Director Thomas F. Ryan, 3	lr.	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at i	least one mino	rity director	Less than 30%	of the board	is diverse.				
2	Ratify Ernst & Young LLP as Aud	litors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrant	ed because les	ss than one	percent of the	fees paid to th	ne auditor are fo	r			
3	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote AC year's low say-on-pay vote result.		s warranted du	ie to the co	mpany's insuffic	cient responsiv	veness to last				
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	05/01/2020	Auto-Approved	05/01/2020		1,138	1,138
								Total Shares:		1,138	1,138

## **Apache Corporation**

Meeting Date: 05/14/2020 Record Date: 03/16/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: APA	037411105	Meeting ID: 1416249
<b>Primary CUSIP:</b> 037411105	Primary ISIN: US0374111054		Primary SEDOL: 2043962	2	Proxy Level: 3
Total Ballots: 1	Shares Voted: 380 Voting Policy: UUA	Votable Shares	: 380	*Shares on Loan: 0	Shares Instructed: 380

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1	Elect Director Annell R. Bay	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	Elect Director John J. Christmann, IV	Mgmt	Yes	For	For	For	For
	Voting Policy Pationals, There is gonday and racial discount	situ on the be	and Thomais	a at lagge 20 mg	avaant divavait.		

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
3	Elect Director Juliet S. Ellis	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.		
4	Elect Director Chansoo Joung	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.		
5	Elect Director Rene R. Joyce	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.		
6	Elect Director John E. Lowe	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	ıblic companies.There is gende	er	
7	Elect Director William C. Montgomery	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.		
8	Elect Director Amy H. Nelson	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 pu	iblic companies.There is gende	er	
9	Elect Director Daniel W. Rabun	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.		
10	Elect Director Peter A. Ragauss	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.		
11	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 6.55 perc	ent of the fees	paid to the auditor are for		
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Rallot D	Voting Policy Rationale: A vote FOR this proposal is warr disclosure of targets and goal-setting rationale has impro of metrics in the scorecard will be halved for 2020. The further decrease next year. Long-term incentives were n the proportion of performance equity in the total long-te states the CEO's target pay will decline in 2020.	oved and a su company also najority perfor	pplemental i states the si mance base	filing from the trategic goals <sub>l</sub> d and the 202	company indicates the numbe portion of the award will O program will again increase	r	

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	04/20/2020	Auto-Approved	04/20/2020	380	380
						Total Shares:	380	380



## **Baker Hughes Company**

purposes.

Primary Security ID: 05722G100 Meeting ID: 1412328 Meeting Date: 05/14/2020 Country: USA **Record Date:** 03/23/2020 Ticker: BKR Meeting Type: Annual Primary CUSIP: 05722G100 Primary ISIN: US05722G1004 Primary SEDOL: BDHLTQ5 Proxy Level: 3 Shares Voted: 839 Votable Shares: 839 \*Shares on Loan: 0 **Shares Instructed:** 839 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 W. Geoffrey Beattie	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed for and racial diversity on the board. There is at least 30			more than 2 pt	ublic companies.There is go	ender	
1.2	Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed for and racial diversity on the board. There is at least 30			more than 2 pe	ublic companies.There is go	ender	
1.3	Elect Director Cynthia B. Carroll	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.		
1.4	Elect Director Clarence P. Cazalot, Jr.	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.		
1.5	Elect Director Nelda J. Connors	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed for and racial diversity on the board. There is at least 30			more than 2 po	ublic companies.There is go	ender	
1.6	Elect Director Gregory L. Ebel	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.		
1.7	Elect Director Lynn L. Elsenhans	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.		
1.8	Elect Director John G. Rice	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is non-independent the board. There is at least 30 percent diversity.	ndent and sits on	a key comm	ittee.There is g	gender and racial diversity	on	
1.9	Elect Director Lorenzo Simonelli	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is aligned.	warranted as CEC	pay and co	mpany perform	mance remain reasonably		



## **Baker Hughes Company**

Ball	nt.	Det	aile

Institutional Account Detail (IA Name, 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	04/16/2020	Auto-Approved	04/16/2020	839	839
						Total Shares:	839	839

## **CBRE Group, Inc.**

Meeting Date: 05/14/2020	Country: USA	Primary Sec	urity ID: 12504L109	<b>Meeting ID:</b> 1415361
<b>Record Date:</b> 03/16/2020	Meeting Type: Annual	Ticker: CBRE		
Primary CUSIP: 12504L109	Primary ISIN: US12504L1098	Primary SEDO	DL: B6WVMH3	Proxy Level: 3
	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 Brandon B. Boze	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 Beth F. Cobert	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.		
1c	Elect Director Curtis F. Feeny	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 Reginald H. Gilyard	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 pu	blic companies.There is gende	r	
1e	Elect Director Shira D. Goodman	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 pu	blic companies.There is gende	pr	
1f	Elect Director Christopher T. Jenny	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.		
1g	Elect Director Gerardo I. Lopez	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 pu	blic companies.There is gende	pr	
1h	Elect Director Robert E. Sulentic	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.		
1i	Elect Director Laura D. Tyson	Mgmt	Yes	For	For	For	For
	Voting Policy Pationals: There is gonder and racial diver	sity on the he	ard Thoro is	at loact 30 no	ercent diversity		

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



## **CBRE Group, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1j	Elect Director Ray Wirta		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	<i>'</i> .				
1k	Elect Director Sanjiv Yajnik		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	is gender and racial div	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	<i>'.</i>				
2	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrai	nted because or	nly 10.38 pe	ercent of the fee	es paid to the a	auditor are for				
3	Advisory Vote to Ratify Named Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote review.	FOR this proposal is we	arranted as pay	and perform	mance are reas	onably aligned	for the year in				
4	Reduce Ownership Threshold Shareholders to Call Special M		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote special meetings.	FOR this proposal is wa	arranted as it w	ould further	enhance share	eholders' existii	ng right to call			-	
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
Socially Re	sponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	04/17/2020	Auto-Approved	04/17/2020		127	127
								Total Shares	: ===	127	127

## **Cheniere Energy, Inc.**

Meeting Date: 05/14/2020 Record Date: 03/30/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: LNG	16411R208	Meeting ID: 1420121
Primary CUSIP: 16411R208	Primary ISIN: US16411R2085		Primary SEDOL: 265436	4	Proxy Level: 3
Total Ballots: 1	Shares Voted: 77 Voting Policy: UUA	Votable Shares	: 77	*Shares on Loan: 0	Shares Instructed: 77

1A Ele	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Elect Director G. Andrea Botta	Mgmt	Yes	For	For	Against	Against
Voti	oting Policy Rationale: Less than 30% of the board is d	iverse.					
1B Ele	Elect Director Jack A. Fusco	Mgmt	Yes	For	For	Against	Against

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



## **Cheniere Energy, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi		
1C	Elect Director Vicky A. Bailey	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	ployed full-tim	e and sits on boards at more				
1D	Elect Director Nuno Brandolini	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: Less than 30% of the board is o	diverse.							
1E	Elect Director Michele A. Evans	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: Less than 30% of the board is diverse.								
1F	Elect Director David I. Foley	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: Less than 30% of the board is o	diverse.							
1G	Elect Director David B. Kilpatrick	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: Less than 30% of the board is diverse.								
1H	Elect Director Andrew Langham	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	ployed full-tim	e and sits on boards at more				
1I	Elect Director Courtney R. Mather	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: Less than 30% of the board is o	diverse.							
1J	Elect Director Donald F. Robillard, Jr.	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: Less than 30% of the board is o	diverse.							
1K	Elect Director Neal A. Shear	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: Less than 30% of the board is a	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 reasonably aligned at this time.	vote FOR this	proposal is v	varranted as p	ay and performance are				
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR this item is warrant non-audit purposes.	ed because on	ly 1.11 perce	ent of the fees	paid to the auditor are for				
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Based on the Equity Plan Score	card evaluation	n (EPSC), a ı	ote FOR this	proposal is warranted.				
5	Report on Plans to Address Stranded Carbon Asset Risks	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 aid shareholders in understanding the company's assessment of risks related to policy efforts designed to reduce greenhouse gas emissions in a manner necessary to achieve the Paris Agreement's goal of maintaining global warming well below 2 degrees Celsius.



## **Cheniere 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	05/01/2020	Auto-Approved	05/01/2020	77	77
						Total Shares:	77	77

## CoreCivic, Inc.

Record Date: 03/18/2020 Meeting Type: Annual		Primary Sec Ticker: CXW	curity ID: 21871N101	Meeting ID: 1416163
		Primary SEDO	<b>DL:</b> 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		
	Elect Director Donna M. Alvarado	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The nominee is employe	ed full-time and sits o	n boards at	more than 2 p	ublic companies.				
1b	Elect Director Robert J. Dennis	Mgmt	Yes	For	For	Against	Against		
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1c	Elect Director Mark A. Emkes	Mgmt	Yes	For	Against	Against	Against		
	Voting Policy Rationale: A vote AGAINST Governand Charles Overby is warranted for an ongoing shareholders ability to amend the bylaws. There diversity.	material governance	failure. The	company's go	verning documents re	strict			
1d	Elect Director Damon T. Hininger	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1e	Elect Director Stacia A. Hylton	Mgmt	Yes	For	Against	Against	Against		
	Voting Policy Rationale: A vote AGAINST Governand Charles Overby is warranted for an ongoing shareholders ability to amend the bylaws. There diversity.	material governance	failure. The	company's go	verning documents re	strict			
1f	Elect Director Harley G. Lappin	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1g	Elect Director Anne L. Mariucci	Mgmt	Yes	For	For	For	For		

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



# CoreCivic, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1h	Elect Director Thurgood Marshal	l, Jr.	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote AC and Charles Overby is warranted shareholders ability to amend the diversity.	for an ongoing materia	al governance	failure. The	company's go	verning docume	ents restrict				
<b>1</b> i	Elect Director Devin I. Murphy		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	gender and racial diver	rsity on the bo	pard. There	is at least 30 pe	ercent diversity.					
1j	Elect Director Charles L. Overby		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote AC and Charles Overby is warranted shareholders ability to amend the diversity.	for an ongoing materia	al governance	failure. The	company's go	verning docume	ents restrict				
1k - I	Elect Director John R. Prann, Jr.		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
2	Ratify Ernst & Young LLP as Auc	litor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrant	ed because or	nly 16.28 pe	rcent of the fee	es paid to the a	uditor are for				
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 warranted	d, a vote FOR	this propos	al is warranted	as pay and per	formance are				
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on	the Equity Plan Score	card evaluatio	n (EPSC), a	vote FOR this	proposal is war	ranted.				
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	04/30/2020	Auto-Approved	04/30/2020		234	234
								Total Shares	: ====	234	234
					•						

## **CVS Health Corporation**

Meeting Date: 05/14/2020	Country: USA	Primary Security ID: 126650100	<b>Meeting ID:</b> 1416485
<b>Record Date:</b> 03/18/2020	Meeting Type: Annual	Ticker: CVS	
Primary CUSIP: 126650100	<b>Primary ISIN:</b> US1266501006	Primary SEDOL: 2577609	Proxy Level: 3



## **CVS Health Corporation**

Shares Voted: 2,427 Votable Shares: 2,427 \*Shares on Loan: 0 Shares Instructed: 2,427

Total Ballots: 2 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1a	Elect Director Fernando Aguirre	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	oard. There is	s at least 30 pe	ercent diversity.				
1b	Elect Director C. David Brown, II	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	pard. There is	s at least 30 pe	ercent diversity.				
1c	Elect Director Alecia A. DeCoudreaux	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	oard. There is	s at least 30 pe	ercent diversity.				
1d	Elect Director Nancy-Ann M. DeParle	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1e	Elect Director David W. Dorman	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 pc			more than 2 po	ublic companies.There is geno	der			
1f	Elect Director Roger N. Farah	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	oard. There is	s at least 30 pe	ercent diversity.				
1g	Elect Director Anne M. Finucane	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1h	Elect Director Edward J. Ludwig	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	oard. There is	s at least 30 pe	ercent diversity.				
1i	Elect Director Larry J. Merlo	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	oard. There is	s at least 30 pe	ercent diversity.				
1j	Elect Director Jean-Pierre Millon	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	pard. There is	s at least 30 pe	ercent diversity.				
1k	Elect Director Mary L. Schapiro	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 William C. Weldon	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	oard. There is	s at least 30 pe	ercent diversity.				
1m	Elect Director Tony L. White	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	pard. 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: A vote FOR this item is warrant	ed because or	nly 6.31 perc	ent of the fees	s paid to the auditor are for				

Voting Policy Rationale: A vote FOR this item is warranted because only 6.31 percent of the fees paid to the auditor are for non-audit purposes.



## **CVS Health Corporation**

	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 this proposal changes in the denomination of long-term incentives, pay year for 2018 and 2019 as a result of disclosure ruceO Merlo's PSUs for 2020 to August 2019. While regular 2021, less than two years after grant, and use the cycle 2019 PSUs. When grants are intended to cover functional meritage of the cover function of the cycle 2019 PSUs. When grants are warranted. Another NE year in review, as a front-loaded award in lieu of PSUs bonus.	which has resulules. In additionular-cycle PSUs es same target g uture years of it of also received	tted in two c n, the compe vest after th roals and pen ncentive pay I three addit	ycles of award insation comm iree years, Mei iformance pen i, rigorous pen ional years of j	is being reported in the same ittee accelerated the grant of rlo's August 2019 PSUs vest in od as were set for the regular formance criteria and performance units during the	5			
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.								
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.								
6	Amend Shareholder Written Consent Provisions	SH	Yes	Against	Against	Against	Against		
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Reducing the ownership threshold from 25 percent to 3 percent of outstanding shares necessary to set a record date to initiate the written consent process opens up the possibility of abuse at the expense of long term shareholder interests and company resources.								
	Require Independent Board Chairman	SH	Yes	Against	Against	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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/29/2020	Auto-Approved	04/29/2020	2,326	2,326
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/29/2020	Auto-Approved	04/29/2020	101	101
						Total Shares:	2,427	2,427

## **Discover Financial Services**

Meeting Date: 05/14/2020	Country: USA	Primary Security ID: 254709108	Meeting ID: 1410790
<b>Record Date:</b> 03/16/2020	Meeting Type: Annual	Ticker: DFS	
<b>Primary CUSIP:</b> 254709108	<b>Primary ISIN:</b> US2547091080	Primary SEDOL: B1YLC43	Proxy Level: 3



#### **Discover Financial Services**

non-audit purposes.

Total Ball	Shares Voted: 9 Voting Policy: UUA			Votable Shares: 9		*Shares on Loan: 0	Shares Instructed: 9		
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director Jeffrey S. Aronin	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive								
1.2	Elect Director Mary K. Bush	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive								
1.3	Elect Director Gregory C. Case	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	·			
1.4	Elect Director Candace H. Duncan	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial dive								
1.5	Elect Director Joseph F. Eazor	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	<i>'</i> .			
1.6	Elect Director Cynthia A. Glassman	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1.7	Elect Director Roger C. Hochschild	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	<i>'</i> .			
1.8	Elect Director Thomas G. Maheras	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	·			
1.9	Elect Director Michael H. Moskow	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	·			
1.10	Elect Director Mark A. Thierer	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	·			
1.11	Elect Director Lawrence A. Weinbach - Withdrawn Resolution	Mgmt	No						
1.12	Elect Director Jennifer L. Wong	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	·			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Support FOR this proposal is w	arranted as pa	y and perfor	rmance are rea	asonably aligne	d at this time.			
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		



#### **Discover Financial Services**

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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/06/2020	Auto-Approved	05/06/2020	9	9
						Total Shares:	9	9

## **Ford Motor Company**

Meeting Date: 05/14/2020 Record Date: 03/18/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: F	rity ID: 345370860	<b>Meeting ID:</b> 1416252
<b>Primary CUSIP:</b> 345370860	<b>Primary ISIN:</b> US3453708600	Primary SEDOL	: 2615468	Proxy Level: 3
	Shares Voted: 10,838	Votable Shares: 10,838	*Shares on Loan: 0	Shares Instructed: 10,838
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 Kimberly A. Casiano	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.		
1b	Elect Director Anthony F. Earley, 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.		
1c	Elect Director Edsel B. Ford, II	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 Clay Ford, 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.		
1e	Elect Director James P. Hackett	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 William W. Helman, IV	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 William E. Kennard	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	ıblic companies.There is gend	er	
1h	Elect Director John C. Lechleiter	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 Beth E. Mooney	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.		



## **Ford Motor Company**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct				
1j	Elect Director John L. Thornton	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 John B. Veihmeyer	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.						
11	Elect Director Lynn M. Vojvodich	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 pt	ublic companies.There is gende	er					
1m	Elect Director John S. Weinberg	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	Ratify PricewaterhouseCoopers LLP as Auditor Mgmt Yes For For For For										
	Voting Policy Rationale: A vote FOR this item is warran non-audit purposes.	nted because on	nly 7.18 perc	ent of the fees	s paid to the auditor are for						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against				
	Voting Policy Rationale: A vote AGAINST this proposal review, the company paid severance to an NEO upon termination was involuntary and severance is intended	his retirement fi	rom the com	npany. The disc	closure did not specify that the						
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 we voting rights on all voting items.	arranted, as it w	ould provide	e shareholders	of the company with equal						
	Report on Lobbying Payments and Policy	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	04/23/2020	Auto-Approved	04/23/2020	10,438	10,438
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/23/2020	Auto-Approved	04/23/2020	400	400
						Total Shares:	10,838	10,838

## **Intel Corporation**

Meeting Date: 05/14/2020	Country: USA	Primary Security ID: 458140100	Meeting ID: 1414557
<b>Record Date:</b> 03/16/2020	Meeting Type: Annual	Ticker: INTC	
Primary CUSIP: 458140100	Primary ISIN: US4581401001	Primary SEDOL: 2463247	Proxy Level: 3



## **Intel Corporation**

	Shares Voted: 6,508		Votable Sh	nares: 6,508		*Shares on Loan:	: 0	
Total Ball	ots: 1 Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec		oting Policy Rec	Vote Instruct
1a	Elect Director James J. Goetz	Mgmt	Yes	For	For	F	or	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 Alyssa Henry	Mgmt	Yes	For	For	F	or	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 Omar Ishrak	Mgmt	Yes	For	For	F	or	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 Risa Lavizzo-Mourey	Mgmt	Yes	For	For	А	Against	Against
	Voting Policy Rationale: The nominee is employed full-tand racial diversity on the board. There is at least 30 pc			more than 2 po	ublic companie	s.There is gender		
1e	Elect Director Tsu-Jae King Liu	Mgmt	Yes	For	For	F	or	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 Gregory D. Smith	Mgmt	Yes	For	For	F	or	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 Robert 'Bob' H. Swan	Mgmt	Yes	For	For	F	or	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 Andrew Wilson	Mgmt	Yes	For	For	F	or	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 Frank D. Yeary	Mgmt	Yes	For	For	F	or	For
	Voting Policy Rationale: There is gender and racial dive	rsity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'.</i>		
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	F	or	For

Voting Policy Rationale: A vote FOR this item is warranted because only 5.62 percent of the fees paid to the auditor are for non-audit purposes.



## **Intel 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	
3	Advisory Vote to Ratify Named Execu Officers' Compensation	itive	Mgmt	Yes	For	Against		Against	Against	_	
	Voting Policy Rationale: CEO Swan's one-time awards, which are now reflected in proxy pay tables, were disclosed by the company prior to last year's vote and were the basis for ISS' opposition to say-on-pay last year. Following the low support for say-on-pay in 2019, the company engaged with a significant portion of its shareholder base, and made changes to address certain concerns related to one-time awards, focused around improving disclosure and providing a better understanding of the new CEO's pay, specifically the magnitude, and disclosing the committee's intention to not grant one-time special awards to current NEOs. The quantitative misalignment warrants an in-depth review of incentive programs. That review reveals goal rig concerns with the short- and long-term incentive programs. While disclosure of operational metrics did improve in 2019, it is lacking sufficient details to be fully analyzed (including no quantified goal disclosure), and this made up half of the short-term program. The other half of the short-term program is based on two financial goals, although these goals allow the CEO to eat 100 percent of his target payout if absolute net income matches merely the prior year's net income (i.e. no year-over-year growth in the measure), and relative net income growth matching merely the average growth of its peer group. While it is noted that 2018 saw record net income levels, and maintaining that could be challenging, concerns still remain as outperformance or actual growth is not needed to achieve target goals. Additionally, if the company had a year where net income declined, as it did in 2016, the following year it would only need to match the 2016 results for a target payout. This puts into question the goal rigor of the program, which is magnified by the CEO's relatively high target and maximum payout opportunities under the bonus program (although the maximum payout opportunity will be reduced for next year). In addition half of the CEO's annual PSU awards continue to target merely median pe						ow support for a to address standing of the al awards to eveals goal rigo, in 2019, it is the short-term the CEO to earn while it is as where net payout. This rimum payout ar). In addition, tive. Finally, the e program at				
4	Amend Qualified Employee Stock Pur Plan	rchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR the reasonable, and the offering period is		-		•		res reserved is			-	
5	Provide Right to Act by Written Conse	ent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOR the shareholder rights.	is proposal is warra	nted given th	hat the abilit	ty to act by wri	itten consent wo	ould enhance			-	
6	Report on Global Median Gender/Rac Gap	cial Pay	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote FOR the the company's existing diversity and in strengthen the company's existing diversity and in the company's existing diversity.	nclusion initiatives. A	•				, ,			_	
Ballot D	Details										
		stodian count Number	Ballot Statu	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Confirmed

Auto-Instructed

04/27/2020

Auto-Approved

04/27/2020

**Total Shares:** 

6,508

6,508

6,508

6,508

Record Date: 03/19/2020



**Shares Instructed:** 636

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **JetBlue Airways Corporation**

 Meeting Date: 05/14/2020
 Country: USA
 Primary Security ID: 477143101
 Meeting ID: 1415480

Ticker: JBLU

\*Shares on Loan: 0

 Primary CUSIP: 477143101
 Primary ISIN: US4771431016
 Primary SEDOL: 2852760
 Proxy Level: 3

Votable Shares: 636

Total Ballots: 1 Voting Policy: UUA

Meeting Type: Annual

Shares Voted: 636

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct				
1a	Elect Director Basil Ben Baldanza	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 Peter Boneparth	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.						
1c	Elect Director Virginia Gambale	Mgmt	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 Robin Hayes	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.						
1e	Elect Director Ellen Jewett	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.						
1f	Elect Director Robert Leduc	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.						
1g	Elect Director Teri McClure	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.						
1h	Elect Director Sarah Robb O'Hagan	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.						
1i	Elect Director Vivek Sharma	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.						
1j	Elect Director Thomas Winkelmann	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: Although a concern is noted, a v reasonably aligned at this time.	ote FOR this	proposal is v	varranted as pa	ay and performance are						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: Based on the Equity Plan Scored	card evaluation	ı (EPSC), a ı	ote FOR this p	proposal is warranted.						



## **JetBlue Airways Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
4	Approve Qualified Employee Sto Plan	ock Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote For shares reserved is reasonable; an Code.		-		•	-					
5	Ratify Ernst & Young LLP as Aud	ditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Forman non-audit purposes.	OR this item is warrante	ed because or	aly 6.89 perc	cent of the fees	paid to the au	uditor are for				
6	Provide Right to Call Special Me	eting	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Currently a vote FOR this proposal is warra		•			o call special m	neetings. Hence,				
7	Provide Right to Act by Written	Consent	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote For shareholders an additional means	, ,			ity to act by wr	itten consent v	vould give				
8	Require Shareholder Approval o Amendments Adopted by the Bo Directors	,	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote As amendments adopted by the boa bylaw adopted by the board, if no	rd would be overly burd	-				•	э			
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	04/23/2020	Auto-Approved	04/23/2020		636	636

## L Brands, Inc.

Meeting Date: 05/14/2020 Record Date: 03/20/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: LB	501797104	Meeting ID: 1415941
<b>Primary CUSIP:</b> 501797104	Primary ISIN: US5017971046		Primary SEDOL: B9M2W	X3	Proxy Level: 3
Total Ballots: 1	Shares Voted: 743 Voting Policy: UUA	Votable Shares	: 743	*Shares on Loan: 0	Shares Instructed: 743

Total Shares:

636

636

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.



## L Brands, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2	Declassify the Board of Directors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR demonstrates a commitment to share					ity to sharehold	lers and				
3.1	Elect Director Donna A. James		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	nder and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity	:				
3.2	Elect Director Michael G. Morris		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	nder and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity	:				
3.3	Elect Director Robert H. Schottenst	ein	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	nder and racial divers	sity on the bo	ard. There is	s at least 30 pe	ercent diversity	:				
4	Ratify Ernst & Young LLP as Audito	rs	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR non-audit purposes.	this item is warrante	ed because on	ly 3.55 perc	ent of the fees	s paid to the au	iditor are for				
5	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on the	e Equity Plan Scored	card evaluation	n (EPSC), a	vote FOR this ,	proposal is war	ranted.				
6	Advisory Vote to Ratify Named Exe Officers' Compensation	cutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Target and a Furthermore, as pay is reasonably a	,			,	, ,	, ,			-	
Ballot D	Details										
		Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

## **Las Vegas Sands Corp.**

Elect Director Sheldon G. Adelson

1.1

Rhumbline Custom S&P Index, 6728029082

6728029082

Meeting Date: 05/14/2020 Record Date: 03/16/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: LVS	517834107		Meeting ID: 1415331	
<b>Primary CUSIP:</b> 517834107	Primary ISIN: US5178341070		Primary SEDOL: B02T2J	7		Proxy Level: 3	
Total Ballots: 1	Shares Voted: 354 Voting Policy: UUA	Votable Shares	s <b>:</b> 354	*Shares on Loa	<b>n:</b> 0	Shares Instructed: 354	
Proposal Number Proposal Text	Proponent	Votable Proposal Mg	gmt Rec ISS Rec		Voting Policy Rec	Vote Instruction	

Auto-Instructed

04/22/2020

Withhold

Auto-Approved

04/22/2020

Total Shares:

Withhold

Withhold

743

743

Yes

Mgmt

Confirmed

For



# **Las Vegas Sands Corp.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: WITHHOLD votes are warranted insufficient responsiveness to a low say-on-pay vote res			-	•		
1.2	Elect Director Irwin Chafetz	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted insufficient responsiveness to a low say-on-pay vote res			-	•		
1.3	Elect Director Micheline Chau	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted insufficient responsiveness to a low say-on-pay vote resu			-	•		
1.4	Elect Director Patrick Dumont	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted insufficient responsiveness to a low say-on-pay vote res			-	•		
1.5	Elect Director Charles D. Forman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted insufficient responsiveness to a low say-on-pay vote res			•	,		
1.6	Elect Director Robert G. Goldstein	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted insufficient responsiveness to a low say-on-pay vote res			-	•		
1.7	Elect Director George Jamieson	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted insufficient responsiveness to a low say-on-pay vote res				,		
1.8	Elect Director Charles A. Koppelman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted insufficient responsiveness to a low say-on-pay vote res			-	•		
1.9	Elect Director Lewis Kramer	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted insufficient responsiveness to a low say-on-pay vote res			-	•		
1.10	Elect Director David F. Levi	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted insufficient responsiveness to a low say-on-pay vote res			•	,		
1.11	Elect Director Xuan Yan	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	lly 8.59 perce	ent of the fees	paid to the auditor are for		



#### Las Vegas Sands Corp.

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

Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee was inadequately responsive to shareholder concerns following a low say-on-pay vote result. Further, the CEO and COO each receive an outsized base salary, and the annual bonus targets were not set at a rigorous level. The CEO also continues to receive a guaranteed, time-based option grant. Also of concern, the company continues to give executives excessive perquisites, including large security fees, financial planning payments, medical services, and personal use of corporate aircraft for the COO, each well above the median value for S& P500 CEOs.

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	04/27/2020	Auto-Approved	04/27/2020	354	354
						Total Shares:	354	354

## **Macquarie Infrastructure Corporation**

Meeting Date: 05/14/2020 Record Date: 03/19/2020	Country: USA Meeting Type: Annual	Primary Security II Ticker: MIC	<b>D:</b> 55608B105	Meeting ID: 1414785
	Dulmanna TCTNA LICETCOOR 10F3	Duimana CEDOL - D174)	/D1	Dunne Lavely 2
Primary CUSIP: 55608B105	<b>Primary ISIN:</b> US55608B1052	Primary SEDOL: B1Z4\	/D1	Proxy Level: 3

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 Amanda M. Brock	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 Norman H. Brown, 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.		
1c	Elect Director Christopher Frost	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 Maria Jelescu-Dreyfus	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 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.		
1f	Elect Director H.E. (Jack) Lentz	Mgmt	Yes	For	For	For	For

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



#### **Macquarie Infrastructure Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1g	Elect Director Ouma Sananiko	ne	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	rsity on the bo	ard. There is	is at least 30 pe	ercent diversity	<i>'.</i>				
2	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote purposes.	FOR this item is warrant	ted because no	one of the fe	ees paid to the a	auditor are for	non-audit				
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 warranted. The company is externally-managed and does not pay any direct compensation to its NEOs - all of whom are employees of the manager. Externally-managed issuers typically provide very limited executive compensation disclosure. However, in this case, the company discloses the type, magnitude and structure of NEO compensation paid by the manager, and the factors considered for incentive compensation decisions.										
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	05/02/2020	Auto-Approved	05/02/2020		2,441	2,441
								Total Shares		2,441	2,441
					•						

#### **Martin Marietta Materials, Inc.**

 Meeting Date: 05/14/2020
 Country: USA
 Primary Security ID: 573284106
 Meeting ID: 1422019

 Record Date: 03/06/2020
 Meeting Type: Annual
 Ticker: MLM

 Primary CUSIP: 573284106
 Primary ISIN: US5732841060
 Primary SEDOL: 2572079
 Proxy Level: 3

Shares Voted: 119 Votable Shares: 119 \*Shares on Loan: 0 Shares Instructed: 119

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 Dorothy M. Ables	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 Sue W. Cole	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 Smith W. Davis	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 John J. Koraleski	Mgmt	Yes	For	For	For	For
	Elect Director Smith W. Davis  Voting Policy Rationale: There is gender and racial diversity.	Mgmt	Yes ard. There is	For at least 30 pe	For rcent diversity.		

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



## **Martin Marietta Materials, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on		
1.5	Elect Director C. Howard Nye		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	<i>'</i> .					
1.6	Elect Director Laree E. Perez		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	<i>'</i> .					
1.7	Elect Director Thomas H. Pike		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	<i>'</i> .					
1.8	Elect Director Michael J. Quillen		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	<i>'</i> .					
1.9	Elect Director Donald W. Slager		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	<i>'</i> .					
1.10	Elect Director David C. Wajsgras		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	<i>'.</i>					
2	Ratify PricewaterhouseCoopers LI Auditors	LP as	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote FOR non-audit purposes.	R this item is warrante	ed because les	ss than one ,	percent of the	fees paid to th	e auditor are fo	r				
3	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	nance are reasc	onably aligned	for the year in					
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	04/25/2020	Auto-Approved	04/25/2020		119		119
								Total Shares:		119		119

#### **Norfolk Southern Corporation**

Meeting Date: 05/14/2020 Record Date: 03/06/2020	Country: USA Meeting Type: Annual	Primary Security ID: 655844108 Ticker: NSC	<b>Meeting ID:</b> 1412925
<b>Primary CUSIP:</b> 655844108	Primary ISIN: US6558441084	Primary SEDOL: 2641894	Proxy Level: 3



## **Norfolk Southern Corporation**

	Shares Voted: 144	Votable Shares: 144	*Shares on Loan: 0	Shares Instructed: 144
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 D. Bell, 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 p	ercent diversity.		
1b	Elect Director Mitchell E. Daniels, 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 p	ercent diversity.		
1c	Elect Director Marcela E. Donadio	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 John C. Huffard, 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 p	ercent diversity.		
1e	Elect Director Christopher T. Jones	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 Thomas C. Kelleher	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.		
1g	Elect Director Steven F. Leer	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 Michael D. Lockhart	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.		
1i	Elect Director Amy E. Miles	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.		
1j	Elect Director Claude Mongeau	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.		
1k	Elect Director Jennifer F. Scanlon	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.		
11	Elect Director James A. Squires	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.		
1m	Elect Director John R. Thompson	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.		
2a	Amend Articles Re: Voting Standard for Amendment of Articles	Mgmt	Yes	For	For	For	For
	Voting Policy Pationals, A vota FOR those preparate in	warranted ac	thay will hal	n to oncure th	at charaboldore conti	nuo to	

Voting Policy Rationale: A vote FOR these proposals is warranted, as they will help to ensure that shareholders continue to have a meaningful say in matters that could impact their rights and economic interests, and the board's action in putting these amendments to a vote is responsive to a shareholder proposal that received majority support at last year's annual meeting.



#### **Norfolk Southern Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
2b	Amend Articles Re: Simple Ma Standard to Approve Merger, Conversion, Sale,or Dissolutio Corporation	Share Exchange,	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote have a meaningful say in matte amendments to a vote is respo	ers that could impact th	eir rights and e	conomic inte	erests, and the	board's action	in putting these	9			
2c	Amend Articles Re: Simple Ma Standard to Approve Re-Dom- Corporation and Affiliated Tra	estication of the	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote have a meaningful say in matte amendments to a vote is respo	ers that could impact th	eir rights and e	conomic inte	erests, and the	board's action	in putting these	2			
3	Ratify KPMG LLP as Auditor		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 1.15 per	cent of the fees	s paid to the at	uditor are for				
4	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote primarily related to a change in though the long-term program Nevertheless, the plan provided the most recent period.	pension value in the S does not provide disclo I full disclosure for the	ERP. Both incersure of the forvalue of the forvalue and closing cycle and control of the force o	ntive progra nvard-looking	ms are predom performance	inantly perform target, citing c	nance-based, competitive harm				
5	Provide Right to Act by Writte	n Consent	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote shareholders to act by less-that special meeting.	, ,					,	W			
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	04/21/2020	Auto-Approved	04/21/2020		144	144
								Total Shares		144	144

#### **Nucor Corporation**

Meeting Date: 05/14/2020	Country: USA	Primary Security ID: 670346105	Meeting ID: 1412927
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: NUE	
Primary CUSIP: 670346105	<b>Primary ISIN:</b> US6703461052	Primary SEDOL: 2651086	Proxy Level: 3



## **Nucor Corporation**

Total Ball	ots: 1	Shares Voted: 1,446 Voting Policy: UUA		Votable S	<b>hares:</b> 1,446		*Shares on Lo	<b>an:</b> 0		Shares Instructed: 1,4	46
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.1	Elect Director Lloyd J. Austin, I	II	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 Patrick J. Dempse	еу	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>			-	
1.3	Elect Director Christopher J. Ke	arney	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 Laurette T. Koellr	ner	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 Joseph D. Rupp		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 Leon J. Topalian		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	·.			-	
1.7	Elect Director John H. Walker		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> .				
1.8	Elect Director Nadja Y. West		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>			-	
2	Ratify PricewaterhouseCoopers	LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F non-audit purposes.	OR this item is warrant	ted because le	ss than one	percent of the	fees paid to th	ne auditor are fo	r			
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	Against		Against	Against	-	
	Voting Policy Rationale: A vote A review, the company adopted a cash payments, has the potentia the payment of retirement sever appears unchanged. Furthermore companies have closed or frozen.	supplemental retiremen I to result in sizable pa ance in response to inv e, the introduction of a	nt plan in Febr yments for exe vestor feedback	uary 2020 to ecutives upo k, the magn	hat, combined v on retirement. V vitude of potent	with continuing While the comp ial cash retiren	g non-compete pany eliminated ment payments				
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	n the Equity Plan Score	ecard evaluatio	n (EPSC), a	vote FOR this p	oroposal is wai	rranted.				
Ballot D											
	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	04/22/2020	Auto-Approved	04/22/2020		1,446	1,446

Total Shares:

1,446

1,446



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### **Nucor Corporation**

#### **Texas Roadhouse, Inc.**

_	eeting Date: 05/14/2020 Countre ecord Date: 03/16/2020 Meetin		nual		Primary Ticker:	Security ID	<b>:</b> 882681109			Meeting ID: 14165	502
rimary C	<b>USIP:</b> 882681109	Primary ISIN: US882	26811098		Primary S	SEDOL: B033TJ	7			Proxy Level: 3	
otal Ballo	ots: 1	Shares Voted: 2,924 Voting Policy: UUA		Votable S	<b>hares:</b> 2,924		*Shares on Lo	oan: 0		Shares Instructed: 2	,924
Proposal lumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruc	tion	
1.1	Elect Director Gregory N. Mod	ore	Mgmt	Yes	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 W. Kent Taylor		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	/.			_	
1.3	Elect Director Curtis A. Warfie	eld	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	/.			_	
1.4	Elect Director Kathleen M. Wi	dmer	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. 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 dive	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	/.			_	
2	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 3.36 perd	cent of the fees	paid to the au	uditor are for			_	
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns were ident		arranted as pay	and perform	mance are reaso	onably aligned	and no				
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	04/24/2020	Auto-Approved	04/24/2020		2,924	2,924
								Total Shares	. <del></del>	2,924	2,924



**Shares Instructed: 46** 

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Union Pacific Corporation**

non-audit purposes.

Meeting Date: 05/14/2020Country: USAPrimary Security ID: 907818108Meeting ID: 1416356Record Date: 03/20/2020Meeting Type: AnnualTicker: UNP

Record Date: 03/20/2020 Meeting Type: Annual Ticker: UNP

 Primary CUSIP: 907818108
 Primary ISIN: US9078181081
 Primary SEDOL: 2914734
 Proxy Level: 3

Votable Shares: 46

\*Shares on Loan: 0

Total Ballots: 1 Voting Policy: UUA

Shares Voted: 46

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 di	iversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1b	Elect Director William J. DeLaney	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 David B. Dillon	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 Lance M. Fritz	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 p	ercent diversity.		
1e	Elect Director Deborah C. Hopkins	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 Jane H. Lute	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 gei	nder	
1g	Elect Director Michael R. McCarthy	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 p	ercent diversity.		
1h	Elect Director Thomas F. McLarty, III	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 p	ercent diversity.		
1i	Elect Director Bhavesh V. Patel	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 p	ercent diversity.		
1j	Elect Director Jose H. Villarreal	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.		
1k	Elect Director Christopher J. Williams	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 gei	nder	
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Union Pacific Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
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	rranted as pay	and perfori	mance are reaso	onably aligned	for the year in			_	
4	Require Independent Board (	Chairman	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote board.	FOR this proposal is wa	rranted given เ	the importai	nce of having ar	n independent	chairman of the	•		-	
5	Report on Climate Change		SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote create a more comprehensive		-	that the re	ports would aid	the company'	s initiatives and				
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	04/24/2020	Auto-Approved	04/24/2020		46	46
								Total Shares		46	46

#### **United Parcel Service, Inc.**

Meeting Date: 05/14/2020 Record Date: 03/16/2020	Country: USA Meeting Type: Annual		Primary Security ID: 911312106 Ticker: UPS	Meeting ID: 1410155	
<b>Primary CUSIP:</b> 911312106	Primary ISIN: US9113121068		Primary SEDOL: 2517382	Proxy Level: 3	
Total Ballots: 1	Shares Voted: 1 Voting Policy: UUA	Votable Shares:	1 *Shares on Loan: 0	Shares Instructed: 1	

Total Ball	ots: 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 dive	rsity on the bo	ard. There is	is at least 30 p	ercent diversity.		
1b	Elect Director Rodney C. Adkins		Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nomand racial diversity on the board.	, ,			more than 2 p	ublic companies.Ther	re is gender	
1c	Elect Director Michael J. Burns		Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	ard. There is	is at least 30 p	ercent diversity.		
1d	Elect Director William R. Johnson	n	Mgmt	Yes	For	For	For	For

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



## **United Parcel Service, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1e	Elect Director Ann M. Livermore	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 p	ublic companies.There is g	gender	
1f	Elect Director Rudy H.P. Markham	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.		
1g	Elect Director Franck J. Moison	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.		
1h	Elect Director Clark 'Sandy' T. Randt, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed ft. and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There is g	gender	
1i	Elect Director Christiana Smith Shi	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.		
1j	Elect Director John T. Stankey	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.		
1k	Elect Director Carol B. Tome	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.		
11	Elect Director Kevin Warsh	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: Although there is some cond proposal is warranted as pay and performance are n		-	ch incentive p	program, a vote FOR this		
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warn non-audit purposes.	ranted because on	aly 3.44 perc	ent of the fee.	s paid to the auditor are f	For	
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is memberships, payments, and oversight mechanisms management of its lobbying activities and any relate	would give share	eholders a co				
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 all matters.	warranted, as it w	vould provide	all sharehold	lers with equal voting righ	nts on	
6	Report on Climate Change	SH	Yes	Against	For	For	For

company is managing its transition to a low carbon economy and climate change related risks.



#### **United Parcel Service, Inc.**

Ball	nt.	Det	aile

Institutional Account Detail (IA Name, 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	04/27/2020	Auto-Approved	04/27/2020	1	1
						Total Shares:	1	1

## **Wyndham Destinations, Inc.**

Meeting Date: 05/14/2020 Record Date: 03/20/2020	Country: USA Meeting Type: Annual		rimary Security ID: 98310W108	<b>Meeting ID:</b> 1416373
Primary CUSIP: 98310W108	Primary ISIN: US98310W1080	P	rimary SEDOL: B198391	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 1	%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
1.1	Elect Director Louise F. Brady	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 Michael D. 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.		
1.3	Elect Director James E. Buckman	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 George Herrera	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 Stephen P. Holmes	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 Denny Marie Post	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.		
1.7	Elect Director Ronald L. Rickles	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 Michael H. Wargotz	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: Although a concern is noted, a	vote FOR this	proposal is i	warranted as p	ay and performance are		

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.



# Wyndham Destinations, Inc.

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction	1	
3	Ratify Deloitte & Touche LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A voting non-audit purposes.	e FOR this item is warran	ted because or	nly 18.20 pe	rcent of the fee	es paid to the a	auditor are for				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	V	otable Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/15/2020	Auto-Approved	04/15/2020		100	100
								Total Shares:		100	100

#### YUM! Brands, Inc.

Meeting Date: 05/14/2020 Record Date: 03/16/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: YUM	urity ID: 988498101	<b>Meeting ID:</b> 1416510
Primary CUSIP: 988498101	<b>Primary ISIN:</b> US9884981013	Primary SEDO	<b>DL:</b> 2098876	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 Paget L. Alves	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 Keith Barr	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 Michael J. Cavanagh	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1d	Elect Director Christopher M. Connor	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.						
1e	Elect Director Brian C. Cornell	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 Tanya L. Domier	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 David W. Gibbs	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.						



100

100

100

100

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### YUM! Brands, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1h	Elect Director Mirian M. Graddick-We	eir	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gend	ler and racial diversi	ity on the boa	ard. There is	s at least 30 pe	rcent diversity					
1i	Elect Director Thomas C. Nelson		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gend	ler and racial diversi	ity on the boa	ard. There is	s at least 30 pe	rcent diversity					
1j	Elect Director P. Justin Skala		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1k	Elect Director Elane B. Stock		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gend	ler and racial diversi	ity on the boa	ard. There is	s at least 30 pe	rcent diversity					
11	Elect Director Annie Young-Scrivner		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gend	ler and racial diversi	ity on the boa	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: A vote FOR the non-audit purposes.	his item is warranted	d because on	ly 3.11 perc	ent of the fees	paid to the au	ditor are for				
3	Advisory Vote to Ratify Named Execu Officers' Compensation	utive	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. After fiscal year end, the company underwent a CEO transition and indicates that the new CEO's total compensation will initially be set below market median.										
4	Report on Supply Chain Impact on Deforestation		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from additional information on how the company is managing its supply chain's impact on deforestation.										
Ballot D	Petails										
		stodian count Number	Ballot Statu	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

## **Intercontinental Exchange, Inc.**

6728029082

Rhumbline Custom S&P Index, 6728029082

Meeting Date: 05/15/2020 Record Date: 03/17/2020	Country: USA Meeting Type: Annual	Primary Security ID: 45866F104 Ticker: ICE	Meeting ID: 1412378
Primary CUSIP: 45866F104	Primary ISIN: US45866F1049	Primary SEDOL: BFSSDS9	Proxy Level: 3

Auto-Instructed

04/27/2020

Auto-Approved

04/27/2020

Total Shares:

Confirmed

**Ballot Details** Institutional Account Detail

(IA Name, IA Number)



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Intercontinental Exchange, Inc.**

	Shares Voted: 487		Votable Sh	nares: 487		*Shares on Loan:	: 0	Shares Instructed: 487
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 Sharon Y. Bowen	Mgmt	Yes	For	For	A	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.						
1b	Elect Director Charles R. Crisp	Mgmt	Yes	For	For	A	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.						
1c	Elect Director Duriya M. Farooqui	Mgmt	Yes	For	For	A	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.						
1d	Elect Director Jean-Marc Forneri	Mgmt	Yes	For	For	A	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.						
1e	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	Yes	For	For	A	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.						
1f	Elect Director Frederick W. Hatfield	Mgmt	Yes	For	For	Д	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.						
1g	Elect Director Thomas E. Noonan	Mgmt	Yes	For	For	A	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.						
1h	Elect Director Frederic V. Salerno	Mgmt	Yes	For	For	Д	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.						
1i	Elect Director Jeffrey C. Sprecher	Mgmt	Yes	For	For	Д	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.						
1j	Elect Director Judith A. Sprieser	Mgmt	Yes	For	For	A	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.						
1k	Elect Director Vincent Tese	Mgmt	Yes	For	For	Д	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	F	For	For
	Voting Policy Rationale: Although there are some concerigor, a vote FOR this proposal is warranted, as pay and				-	erm incentive goal		
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	F	-or	For
	Voting Policy Rationale: A vote FOR this item is warrant non-audit purposes.	ed because les	ss than one ,	percent of the	fees paid to th	ne auditor are for		

**Ballot Status** 

Custodian

**Account Number** 

Date

Instructed

Approver

Date

**Votable Shares** 

**Shares Voted** 

Instructor



## **Intercontinental Exchange, 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	04/24/2020	Auto-Approved	04/24/2020	487	487
						Total Shares:	487	487

#### ITT Inc.

Meeting Date: 05/15/2020 Record Date: 03/18/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: ITT	urity ID: 45073V108	Meeting ID: 1414754
Primary CUSIP: 45073V108	Primary ISIN: US45073V1089	Primary SEDO	L: BZBY209	Proxy Level: 3
	Shares Voted: 143	Votable Shares: 143	*Shares on Loan: 0	Shares Instructed: 143
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 Orlando D. Ashford	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 Geraud Darnis	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 Donald DeFosset, 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.				
1d	Elect Director Nicholas C. Fanandakis	Mgmt	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 Richard P. Lavin	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 Mario Longhi	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 Rebecca A. McDonald	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 Timothy H. Powers	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.				
1i	Elect Director Luca Savi	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.				



#### ITT Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1j	Elect Director Cheryl L. Shavers		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 pe	ercent diversity	/.				
1k	Elect Director Sabrina Soussan		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 pe	ercent diversity	<i>/.</i>				
2	Ratify Deloitte & Touche LLP as	Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Forman Policy Rationale: A vot	OR this item is warrante	ed because on	aly 15.24 pe	rcent of the fee	es paid to the a	auditor are for				
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 is noted, a l	vote FOR this	proposal is	warranted as p	ay and perforr	mance are				
4	Amend Proxy Access Right		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote For company's existing right for share		-		,		ld enhance the				
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	04/30/2020	Auto-Approved	04/30/2020		143	143
								Total Shares:		143	143

## **John Bean Technologies Corporation**

Meeting Date: 05/15/2020 Record Date: 03/20/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: JBT	rity ID: 477839104	Meeting ID: 1415666
<b>Primary CUSIP:</b> 477839104	<b>Primary ISIN:</b> US4778391049	Primary SEDOL	: B3BRJZ8	Proxy Level: 3
	Shares Voted: 1,637	Votable Shares: 1,637	*Shares on Loan: 0	Shares Instructed: 1,637
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 Barbara L. Brasier	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.		
1b	Elect Director Thomas W. Giacomini	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 Polly B. Kawalek	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.

**Proposal Text** 

Proposal

Number



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **John Bean Technologies Corporation**

2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns were ident		arranted as pa	ay and perf	ormance are reaso	onably aligned	and no				
3	Ratify KPMG LLP as Auditor		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warra	nted because	less than o	ne percent of the	fees paid to th	he auditor are fo	or			
Ballot	Details										
	tional Account Detail me, IA Number)	Custodian Account Number	Ballot S	tatus	Instructor Name	Date Instructed	Approver Name	Date Approved	,	Votable Shares	Shares Voted
WCM In	vestment Management, 6728029085	6728029085	Confirme	d	Auto-Instructed	04/14/2020	Auto-Approved	04/15/2020		1,637	1,637
								Total Shares		1,637	1,637

Mgmt Rec

ISS Rec

Voting

**Policy Rec** 

Vote

Instruction

Votable

Proposal

Proponent

#### Legg Mason, Inc.

Meeting Date: 05/15/2020 Record Date: 04/14/2020	Country: USA Meeting Type: Special		Primary Security ID: Ticker: LM	524901105	<b>Meeting ID:</b> 1422099
<b>Primary CUSIP:</b> 524901105	Primary ISIN: US5249011058		Primary SEDOL: 251061	5	Proxy Level: 5
Total Ballots: 1	Shares Voted: 488 Voting Policy: UUA	Votable Shares	488	*Shares on Loan: 0	Shares Instructed: 488

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this propose	al is warranted in light	of the prem	nium and the d	lownside risk of non-	-approval.	
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: On balance, support for automatically accelerate upon the merger, cash of potential cash severance basis (between 12 v determination around the prorated bonus, whice income. Prorated bonus typically only provides p retention bonus is also reasonable in considerate	severance is double to weeks and 52 weeks of the encompasses the en pro-rata payments for	rigger and o f base salar) tirety of the the target a	f a reasonable y) also mitigate e executive's sh nnnual cash bo	basis. The relatively es concern around th nort- and long-term in	r low value he unusual incentive	
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/05/2020	Auto-Approved	05/05/2020	488	488



#### Legg Mason, Inc.

Total Shares: 488 488

#### **Leggett & Platt, Incorporated**

**Meeting Date:** 05/15/2020 Country: USA Primary Security ID: 524660107 **Meeting ID:** 1414755 **Record Date:** 03/06/2020 Meeting Type: Annual Ticker: LEG **Primary CUSIP:** 524660107 **Primary ISIN:** US5246601075 Primary SEDOL: 2510682 Proxy Level: 3 Shares Voted: 3,133 Votable Shares: 3,133 \*Shares on Loan: 0 Shares Instructed: 3,133 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 Mark A. Blinn	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 Robert E. Brunner	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 Mary Campbell	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.		
1d	Elect Director J. Mitchell Dolloff	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 Manuel A. Fernandez	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	ıblic companies.There is gend	ler	
1f	Elect Director Karl G. Glassman	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 Joseph W. McClanathan	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 Judy C. Odom	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.		
1i	Elect Director Srikanth Padmanabhan	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 Jai Shah	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 Phoebe A. Wood	Mgmt	Yes	For	For	Against	Against

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

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



## **Leggett & Platt, Incorporated**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2	Ratify PricewaterhouseCoopers L	LP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	ly 4.04 perc	ent of the fees	paid to the au	ditor are for			-			
3	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on	the Equity Plan Scoreca	ard evaluation	ı (EPSC), a	vote FOR this p	roposal is war	ranted.			-	
4	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	obting Policy Rationale: A vote FOR this proposal is warranted. Pay is reasonably aligned with performance at this time, as bayouts under both the annual and long-term incentive programs are commensurate with company performance and characholder outcomes for the year under review.									-	
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
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/28/2020	Auto-Approved	04/28/2020		3,133	3,133

#### Macy's, Inc.

Meeting Date: 05/15/2020	Country: USA	Primary Sec	urity ID: 55616P104	<b>Meeting ID:</b> 1415332
<b>Record Date:</b> 03/19/2020	Meeting Type: Annual	Ticker: M		
Primary CUSIP: 55616P104	Primary ISIN: US55616P1049	Primary SEDO	<b>L:</b> 2345022	Proxy Level: 3
	Shares Voted: 1,296	Votable Shares: 1,296	*Shares on Loan: 0	Shares Instructed: 1,296
Total Ballots: 1	Voting Policy: UUA			

Total Shares:

3,133

3,133

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc			
1a	Elect Director David P. Abney	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1b	Elect Director Francis S. Blake	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	at least 30 pe	ercent diversity.					
1c	Elect Director Torrence N. Boone 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.					
1d	Elect Director John A. Bryant	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1e	Elect Director Deirdre P. Connelly	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.					

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



## Macy's, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1f	Elect Director Jeff Gennette	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 Leslie D. Hale	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1h	Elect Director William H. Lenehan	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 Sara Levinson	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 Joyce M. Roche	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 Paul C. Varga	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 Marna C. Whittington	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: A vote FOR this item is warran non-audit purposes.	ted because or	nly 1.13 perc	cent 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	04/28/2020	Auto-Approved	04/28/2020	1,296	1,296
						Total Shares:	1,296	1,296

## **Westlake Chemical Corporation**

Meeting Date: 05/15/2020	Country: USA	Primary Security ID: 960413102	<b>Meeting ID:</b> 1416263
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: WLK	
<b>Primary CUSIP:</b> 960413102	<b>Primary ISIN:</b> US9604131022	Primary SEDOL: B01ZP20	Proxy Level: 3



## **Westlake Chemical Corporation**

Total Ball	ots: 1	Shares Voted: 100 Voting Policy: UUA		Votable S	hares: 100		*Shares on Lo	<b>ean:</b> 0	s	hares Instructed:	100
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
1.1	Elect Director Marius A. Haas		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee attended less than 75% of the board and committee meetings. There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1.2	Elect Director Dorothy C. Jenkin	าร	Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: The non the board. There is at least 30 p	•	ent and sits on	a key comn	nittee.There is g	gender and rad	cial diversity on				
1.3	Elect Director Kimberly S. Lube	I	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1.4	Elect Director Jeffrey W. Sheets	5	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.										
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.										
3	Ratify PricewaterhouseCoopers	LLP as Auditor	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 26.01 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.										
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	04/29/2020	Auto-Approved	04/29/2020		100	100

#### **Weyerhaeuser Company**

Meeting Date: 05/15/2020	Country: USA	Primary Security ID: 962166104	<b>Meeting ID:</b> 1416468
Record Date: 03/20/2020	Meeting Type: Annual	Ticker: WY	
<b>Primary CUSIP:</b> 962166104	<b>Primary ISIN:</b> US9621661043	Primary SEDOL: 2958936	Proxy Level: 3

Total Shares:



## **Weyerhaeuser Company**

Shares Voted: 386 Votable Shares: 386 **Shares Instructed: 386** \*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 Instruc	
1a	Elect Director Mark A. Emmert	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 Rick R. Holley	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 Sara Grootwassink Lewis	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.			
1d	Elect Director Al Monaco	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.							
1e	Elect Director Nicole W. Piasecki	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.			
1f	Elect Director Marc F. Racicot	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.			
1g	Elect Director Lawrence A. Selzer	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.			
1h	Elect Director D. Michael Steuert	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The board does not include at le nominee is employed full-time and sits on boards at mor		•		of the board is diverse.The			
1i	Elect Director Devin W. Stockfish	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.			
1j	Elect Director Kim Williams	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.			
1k	Elect Director Charles R. Williamson	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	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.	ranted as pay	and perform	ance are reasc	nably aligned for the year in			
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For	
5	Voting Policy Rationale: A vote FOR this item is warrante						. 01	

non-audit purposes.

**Ballot Details** 

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



## **Weyerhaeuser Company**

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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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/21/2020	Auto-Approved	04/21/2020	386	386
						Total Shares:	386	386

#### RenaissanceRe Holdings Ltd.

Meeting Date: 05/18/2020 Record Date: 03/13/2020	•		Primary Security ID: Ticker: RNR	: G7496G103	Meeting ID: 1415942
Primary CUSIP: G7496G103	Primary ISIN: BMG7496G1033		Primary SEDOL: 272842	9	Proxy Level: N/A
	Shares Voted: 340	Votable Shares	: 340	*Shares on Loan: 0	Shares Instructed: 340
Total Ballots: 1	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director David C. Bushnell	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 James L. Gibbons	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 Jean D. Hamilton	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 Anthony M. Santomero	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 war responsiveness to last year's low say-on-pay vote result feedback, and the implementation of positive changes to reasonably aligned and no significant concerns were	t through the d to address the	i disclosure of concerns. Ir	shareholder ei	ngagement efforts and		
3	Approve Ernst & Young Ltd. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrant	ed because no	ne of the fe	es paid to the	auditor are for non-audit		

Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/17/2020	Auto-Approved	04/17/2020	340	340
						Total Shares:	340	340



#### RenaissanceRe Holdings Ltd.

#### Ventas, Inc.

	3.07 = 1.101									
_	<b>Date:</b> 05/18/2020 <b>Date:</b> 03/20/2020	Country: USA Meeting Type: Ann	ual		Primar Ticker:	y Security ID	: 92276F100			Meeting ID: 1417607
	: <b>USIP:</b> 92276F100	Primary ISIN: US9227			Primary	<b>SEDOL:</b> 292792	25			Proxy Level: 3
Total Ball	ots: 1	Shares Voted: 1,302 Voting Policy: UUA		Votable Sh	hares: 1,302		*Shares on Lo	<b>an:</b> 0		Shares Instructed: 1,302
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruc	tion
1	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There a target goals for metrics comprise predominantly based on relative is negative. However, the commensures to recent share price under the LTI program, as share to relative TSR underperformancy year-over-year. The CEO's long-mitigating factors, cautionary su warranted, however, as shareho opportunity moving forward.	ing half of STIs were se TSR metrics that targe ittee significantly reduc- underperformance. Quese were earned well belace, while the proportion term realizable pay also upport FOR this proposa.	It below actual It merely media It merely media It merely media It merely media It of the CEO's point It of the CEO's point It is marranted.	results from an performa STI payout fi rigor also ha the most rec performance effects laggin Continued of	n the prior yea nnce, without a from near-max as yet to transi rently-complete e-based equity ng shareholder close monitorii	or, and the LTI, and the LTI, and the LTI, and the lower the late to above-to was increased or returns. In light of pay outcome and the late the la	program is ts if absolute TS. t-target in arget payouts e award cycle du by ten percent ht of these omes is			
2a	Elect Director Melody C. Barnes	S	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	rsity on the bo	ard. There is	is at least 30 p	ercent diversity	v.			_
2b	Elect Director Debra A. Cafaro		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	rsity on the bo	ard. There is	is at least 30 p	ercent diversity	γ.			_
2c	Elect Director Jay M. Gellert		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	ard. There is	is at least 30 p	ercent diversity	γ.			_
2d	Elect Director Richard I. Gilchri	st	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	ard. There is	is at least 30 p	ercent diversity	ν.			_
2e	Elect Director Matthew J. Lusti	g	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	rsity on the bo	ard. There is	is at least 30 p	ercent diversity	ν.			_
2f	Elect Director Roxanne M. Mari	tino	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial diver	rsity on the bo	ard. There is	is at least 30 p	ercent diversity	γ.			
2g	Elect Director Sean P. Nolan		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	ard. There is	is at least 30 p	ercent diversity	<i>y.</i>			_
2h	Elect Director Walter C. Rakow	ich	Mgmt	Yes	For	For		For	For	

Voting Policy Rationale: 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 Instructi	on	
2i	Elect Director Robert D. Reed		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	pard. There	is at least 30 pe	ercent diversit	<b>/.</b>				
2j	Elect Director James D. Shelton	1	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	rsity on the bo	pard. There	is at least 30 pe	ercent diversit	/.				
3	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote I non-audit purposes.	FOR this item is warrant	ted because or	nly 1.31 pen	cent of the fees	paid to the a	uditor are for				
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	04/25/2020	Auto-Approved	04/25/2020		1,302	1,302
								Total Shares	. ——	1,302	1,302

## **Halliburton Company**

Meeting Date: 05/19/2020 Record Date: 03/20/2020	Country: USA Meeting Type: Annual		ary Security ID: 406216101 er: HAL	<b>Meeting ID:</b> 1417854
Primary CUSIP: 406216101	<b>Primary ISIN:</b> US4062161017	Prima	rry SEDOL: 2405302	Proxy Level: 3
Total Ballots: 2	Shares Voted: 1,499 Voting Policy: UUA	Votable Shares: 1,499	*Shares on Loan: 0	Shares Instructed: 1,499

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rac	ial diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1b	Elect Director William E. Albrecht	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rac	ial diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1c	Elect Director M. Katherine Banks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rac	ial diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1d	Elect Director Alan M. Bennett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and rac	ial diversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1e	Elect Director Milton Carroll	Mgmt	Yes	For	For	For	For



1,379

120

1,499

1,379

120

1,499

04/21/2020

04/21/2020

Total Shares:

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **Halliburton Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1f	Elect Director Nance K. Dicciani		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	nender and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.				-	
1g	Elect Director Murry S. Gerber		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	nender and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.				-	
1h	Elect Director Patricia Hemingwa	y Hall	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.				-	
1i	Elect Director Robert A. Malone		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominand racial diversity on the board.				more than 2 pu	blic companies	.There is gende	er			
1j	Elect Director Jeffrey A. Miller		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	nender and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity.				-	
2	Ratify KPMG LLP as Auditor		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO non-audit purposes.	OR this item is warrante	ed because on	ly 3.54 perc	ent of the fees	paid to the au	ditor are for			-	
3	Advisory Vote to Ratify Named Ex Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO engaged with shareholders, discloprograms to address those issues. review. Pay declined after the ann performance criteria. While the cocontinued monitoring is warranted last three cycles resulting in maxim.	sed their specific conce Further, the pay-for-p nual incentive was forfe Impany plans to increas If as the main performa	erns regarding erformance n ited and both se the propon	n pay progra nisalignment incentive pa tion of perfo	ams, and made t was sufficient rograms relied rmance awards	changes to the ly mitigated for on pre-set, ob, s in the long-te	e incentive r the year in iective rm program,			-	
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on	the Equity Plan Scorec	ard evaluation	n (EPSC), a	vote FOR this p	proposal is war	ranted.			-	
Ballot D	<b>Details</b>										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

## JPMorgan Chase & Co.

Rhumbline Custom S&P Index, 6728029082

Socially Responsible Investing, 6728029075

Meeting Date: 05/19/2020	Country: USA	Primary Security ID: 46625H100	<b>Meeting ID:</b> 1417029
Record Date: 03/20/2020	Meeting Type: Annual	Ticker: JPM	
Primary CUSIP: 46625H100	<b>Primary ISIN:</b> US46625H1005	Primary SEDOL: 2190385	Proxy Level: 3

Auto-Instructed

Auto-Instructed

04/21/2020

04/21/2020

Auto-Approved

Auto-Approved

Confirmed

Confirmed

6728029082

6728029075



#### JPMorgan Chase & Co.

Shares Voted: 7,334 Votable Shares: 7,334 \*Shares on Loan: 0 Shares Instructed: 7,334

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 Linda B. Bammann	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 B. Burke	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 Todd A. Combs	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 S. Crown	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 James Dimon	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 Timothy P. Flynn	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 Mellody Hobson	Mgmt	Yes	For	For	Against	For
	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	
1h	Elect Director Michael A. Neal	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 Lee R. Raymond	Mgmt	Yes	For	For	For	Against
	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 Virginia M. Rometty	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 with ca	aution Then	e continue to h	ne concerns raised by the		

Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. There continue to be concerns raised by the executive pay program's reliance on compensation committee discretion to determine NEO total pay. Many investors prefer an incentive program structure that emphasizes objective and transparent determinations while appropriately balancing judiciously applied discretion. Reasonable limitations on discretion, the use of predetermined payout opportunities, and transparent performance goals are important safeguards for investors. However, for the year in review, there are mitigating factors. First, CEO pay and company performance show reasonable quantitative alignment over the long term. Secondly, the company saw year-over-year growth in all the key business measures assessed, which is directionally aligned with increased incentive awards. Thirdly, the CEO received entirely performance-conditioned equity incentives for which the applicable performance targets are clearly disclosed, and recent changes to the equity incentive program represent meaningful improvements. In consideration of the improvements to the equity incentive program structure as well as pay-for-performance alignment for the year in review, concerns are substantially mitigated. However, shareholders are advised to closely monitor the company's incentive pay structure given its significant reliance on discretion.



#### JPMorgan Chase & Co.

**Institutional Account Detail** 

Rhumbline Custom S&P Index, 6728029082

(IA Name, IA Number)

Custodian

6728029082

**Account Number** 

posal nber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warran non-audit purposes.	nted because le	ss than one	percent of the	e fees paid to the auditor are i	for	
	Require Independent Board Chair	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is we board.	arranted given i	the importan	nce of having a	an independent chairman of ti	he	
	Report on Reputational Risk Related to Canadian Oil Sands, Oil Sands Pipeline Companies and Arctic Oil and Gas Exploration and Production.	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is we the risks that the company faces regarding its Canadia gas exploration and production.	•					
	Report on Climate Change	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is we the company s plans regarding aligning its GHG emiss	· ·					
	Amend Shareholder Written Consent Provisions	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal initiate the written consent process opens up the poss company resources.		_	-		to	
	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal in charitable contributions does not appear to be a sta and oversight processes, and there seems to be no ev company's charitable contributions.	ndard industry	procedure, i	the company a	appears to have strong disclos		
	company's chantable contributions.						

**Ballot Status** 

Confirmed

Instructor

tbrennan

Approver

tbrennan

Approved

05/05/2020

Total Shares:

**Votable Shares** 

7,334

7,334

**Shares Voted** 

7,334

7,334

Instructed

05/05/2020



## Landstar System, Inc.

Meeting Date: 05/19/2020 Record Date: 03/24/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: LSTF	curity ID: 515098101	<b>Meeting ID:</b> 1417367
<b>Primary CUSIP:</b> 515098101	<b>Primary ISIN:</b> US5150981018	Primary SEDO	<b>DL:</b> 2503994	Proxy Level: 3
	Shares Voted: 95	Votable Shares: 95	*Shares on Loan: 0	Shares Instructed: 95
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director David G. Bannister	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1b	Elect Director George P. Scanlon	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrant purposes.	ed because no	ne of the fe	es paid to the a	auditor are for non-audit		
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	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 po	ay and performance are		

#### Ballot Details

Institutional Account Detail (IA Name, 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	05/01/2020	Auto-Approved	05/01/2020	95	95
						Total Shares:	95	95

# Nasdaq, Inc.

1a

Elect Director Melissa M. Arnoldi

Meeting Date: 05/19/2020 Record Date: 03/23/2020	Country: USA Meeting Type: Annual	Primary Security Ticker: NDAQ	<b>ID:</b> 631103108	<b>Meeting ID:</b> 1414790
Primary CUSIP: 631103108	<b>Primary ISIN:</b> US6311031081	Primary SEDOL: 296	Proxy Level: 3	
Total Ballots: 1	Shares Voted: 545 Voting Policy: UUA	Votable Shares: 545	*Shares on Loan: 0	Shares Instructed: 545
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS Rec	Voting Policy Rec	Vote Instruction

Mgmt

Yes

For

For

For

For



## Nasdaq, Inc.

Institutional Account Detail

(IA Name, IA Number)

Proposal Number  1b  1c	Proposal Text  Voting Policy Rationale: There is gender and racial diverse in the second of the seco	Mgmt		Mgmt Rec	ISS Rec ercent diversity.	Voting Policy Rec	Vote Instruct							
1c	Elect Director Charlene T. Begley  Voting Policy Rationale: There is gender and racial dive	Mgmt		is at least 30 p	ercent diversity.									
1c	Voting Policy Rationale: There is gender and racial dive		Yes	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
		ersity on the bo		For	For	For	For							
	Elect Director Steven D. Black	,	oard. There is	is at least 30 p	ercent diversity.									
1d		Mgmt	Yes	For	For	For	For							
1d	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	oard. There is	is at least 30 p	ercent diversity.									
	Elect Director Adena T. Friedman	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	oard. There i	is at least 30 p	ercent diversity.									
1e	Elect Director Essa Kazim	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	oard. There i	is at least 30 p	ercent diversity.									
1f	Elect Director Thomas A. Kloet	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	oard. There is	is at least 30 p	ercent diversity.									
1g	Elect Director John D. Rainey	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	oard. There i	is at least 30 p	ercent diversity.									
1h	Elect Director Michael R. Splinter	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	oard. There i	is at least 30 p	ercent diversity.									
1i	Elect Director Jacob Wallenberg	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	oard. There is	is at least 30 p	ercent diversity.									
1j	Elect Director Alfred W. Zollar	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	ender								
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: A vote FOR this proposal is wa	orranted as pay	and perforn	nance are reas	sonably for the year in revie	w.								
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: A vote FOR this proposal is wareasonable and that the offer period is within the limits					d are								
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For							
	Voting Policy Rationale: A vote FOR this item is warran non-audit purposes.	ited because of	nly 18.75 pe	rcent of the fe	es paid to the auditor are fo	or								
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For							

**Ballot Status** 

Custodian

**Account Number** 

Date

Instructed

Approver

Name

Date

Approved

Votable Shares

**Shares Voted** 

Instructor

Name



## Nasdaq, 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	04/28/2020	Auto-Approved	04/28/2020	545	545
						Total Shares:	545	545

#### **NiSource Inc.**

Meeting Date: 05/19/2020 Record Date: 03/24/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: NI	curity ID: 65473P105	Meeting ID: 1420256
Primary CUSIP: 65473P105	Primary ISIN: US65473P1057	Primary SEDO	<b>DL:</b> 2645409	Proxy Level: 3
	Shares Voted: 581	Votable Shares: 581	*Shares on Loan: 0	Shares Instructed: 581
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 A. Altabef	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.		
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 boo	ard. There is	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 boo	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 boo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Wayne S. DeVeydt	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.		
1f	Elect Director Joseph Hamrock	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 Deborah A. Henretta	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	iblic companies.There is gende	er	
1h	Elect Director Deborah A. P. Hersman	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 Michael E. Jesanis	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.		



#### **NiSource Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1j	Elect Director Kevin T. Kabat		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									-	
1k	Elect Director Carolyn Y. Woo		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									-	
11	Elect Director Lloyd M. Yates		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	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC with below target payouts aligned										
3	Ratify Deloitte & Touche LLP as	Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC purposes.	OR this item is warrant	ed because no	one of the fe	ees paid to the	auditor are for	non-audit				
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on	the Equity Plan Score	card evaluatio	n (EPSC), a	vote FOR this p	proposal is wai	rranted.				
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 war	ranted given t	that the abili	ity to act by wr	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	04/29/2020	Auto-Approved	04/29/2020		581	581
								Total Shares	:	581	581

# **OneMain Holdings, Inc.**

Meeting Date: 05/19/2020 Record Date: 03/26/2020	•		Primary Security ID: Ticker: OMF	: 68268W103	Meeting ID: 1417376
<b>Primary CUSIP:</b> 68268W103	Primary ISIN: US68268W1036		Primary SEDOL: BYSZB8	9	Proxy Level: 3
	Shares Voted: 330	Votable Shares	s: 330	*Shares on Loan: 0	Shares Instructed: 330
Total Ballots: 1	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jay N. Levine	Mgmt	Yes	For	For	Withhold	Withhold

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

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



## **OneMain Holdings, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on		
1.2	Elect Director Roy A. Guthrie		Mgmt	Yes	For	Withhold		Withhold	Withhold			
	Voting Policy Rationale: A vote of concerns regarding the committee common stock. Less than 30% of the common stock.	tee's risk oversight fund		,		,						
1.3	Elect Director Peter B. Sinensk	у	Mgmt	Yes	For	Withhold		Withhold	Withhold			
	Voting Policy Rationale: A vote of concerns regarding the committee common stock. Less than 30% of the common stock.	tee's risk oversight fund		,		,	_					
2	Advisory Vote to Ratify Named Officers' Compensation	I Executive	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: Althoug performance are reasonably alig		re noted, a vote	e FOR this p	oroposal is warra	nted given the	at pay and					
3	Advisory Vote on Say on Pay F	requency	Mgmt	Yes	Three Years	One Year		One Year	One Year			
	Voting Policy Rationale: A vote	for the adoption of an A	ANNUAL say-on	n-pay freque	ency is warrante	d.						
4	Ratify PricewaterhouseCoopers	s LLP as	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warran	nted because le	ss than one	e percent of the	fees paid to th	ne auditor are fo	or				
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	Sha	res Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/14/2020	Auto-Approved	05/14/2020		330		330
								Total Shares:		330		330

# **Principal Financial Group, Inc.**

Meeting Date: 05/19/2020 Record Date: 03/25/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: PFG	rity ID: 74251V102	Meeting ID: 1417322
Primary CUSIP: 74251V102	<b>Primary ISIN:</b> US74251V1026	Primary SEDOL	: 2803014	Proxy Level: 3
	Shares Voted: 1,047	Votable Shares: 1,047	*Shares on Loan: 0	Shares Instructed: 1,047
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 Instruction
1.1	Elect Director Jonathan S. Auerbach	Mgmt	Yes	For	For	For	For

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



# **Principal Financial Group, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.2	Elect Director Jocelyn Carter-	Miller	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	ler			
1.3	Elect Director Scott M. Mills		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 diversity	/.				
2	Approve Non-Employee Direc Stock Plan	tor Omnibus	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote a reasonable range;- The plan burn rate is reasonable.		-								
3	Amend Qualified Employee St Plan	cock Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote reasonable, and the offer period	, ,		,	,		of shares is				
4	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote reasonably aligned at this time		arranted. Althou	igh some co	oncerns are not	ed, pay and pe	erformance are				
5	Ratify Ernst & Young LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warra	nted because or	nly 1.24 per	cent of the fees	paid to the au	uditor are 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	04/24/2020	Auto-Approved	04/24/2020		1,047	1,047
								Total Shares	s: ====	1,047	1,047

## Targa Resources Corp.

Meeting Date: 05/19/2020 Record Date: 03/23/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: TRGP	87612G101	<b>Meeting ID:</b> 1413375
<b>Primary CUSIP:</b> 87612G101	Primary ISIN: US87612G1013		Primary SEDOL: B55PZY	3	Proxy Level: 3
Total Ballots: 1	Shares Voted: 481 Voting Policy: UUA	Votable Shares	<b>:</b> 481	*Shares on Loan: 0	Shares Instructed: 481

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles R. Crisp	Mgmt	Yes	For	For	Against	Against

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

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



#### **Targa Resources Corp.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.2	Elect Director Laura C. Fulton	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.3	Elect Director James W. Whalen	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrants non-audit purposes.	ed because on	ly 4.00 perce	ent of the fees	paid to the auditor are for		
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. Ir	response to	o relatively low	support for last year's		

Voting Policy Rationale: A vote AGAINST this proposal is warranted. In response to relatively low support for last year's say-on-pay proposal, the company engaged with its shareholder base, disclosed the concerns expressed by shareholders, and took actions to address the concerns. Responsive actions included improving disclosure and structure surrounding annual incentives and modifying the performance period, target goal, and peer group used to determine FY20 PSU vesting. However, pay-for-performance concerns are raised for the year in review. Both of the CEO's target opportunities under incentive plans were substantially increased in FY19, without rationale. Further, while disclosure of annual incentive considerations was improved, the payout formula is still not clearly disclosed and the CEO received an above-target award, which was further increased by his larger FY19 target opportunity. Lastly, while FY20 changes to long-term incentives were positive, the CEO's award opportunity was also increased in that program and the plan continues to lack a cap for negative TSR, which is particularly relevant as the most recent vested award was earned above target during a period of negative absolute returns. Continued monitoring of pay levels is also warranted for 2020 as the company transitions to a new CEO.

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/02/2020	Auto-Approved	05/02/2020	481	481
						Total Shares:	481	481

#### **The Allstate Corporation**

<b>Meeting Date:</b> 05/19/2020 <b>Record Date:</b> 03/20/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: ALL	020002101	<b>Meeting ID:</b> 1417349
Primary CUSIP: 020002101	Primary ISIN: US0200021014		Primary SEDOL: 2019952	2	Proxy Level: 3
Total Ballots: 1	Shares Voted: 541 Voting Policy: UUA	Votable Shares	<b>:</b> 541	*Shares on Loan: 0	Shares Instructed: 541

	posal nber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
18	a	Elect Director Kermit R. Crawford	Mgmt	Yes	For	For	For	For

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



## **The Allstate Corporation**

Elect Director Michael L. Eskew 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.  1c Elect Director Margaret M. Keane 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.  1d Elect Director Sidoharth N. (Bobby) Mehta 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.  1e Elect Director Jacques P. Perold Mgmt Yes For For For For For For For Woting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1f Elect Director Andrea Redmond Mgmt Yes For For For For For For For Woting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1g Elect Director Greg pl N. Sherill Mgmt Yes For For For For For For For Woting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1g Elect Director Judith A. Sprieser Mgmt Yes For For For For For For For Woting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1g Elect Director Perry M. Traquina Mgmt Yes For For For For For For For Woting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1g Elect Director Perry M. Traquina Mgmt Yes For		ction	Vote Instructi	Voting Policy Rec		ISS Rec	Mgmt Rec	Votable Proposal	Proponent		Proposal Text	Proposal Number
Elect Director Margaret M. Keane 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.  16 Elect Director Jacques P. Perold 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.  17 Elect Director Jacques P. Perold 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.  18 Elect Director Andrea Redmond 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.  19 Elect Director Gregg M. Sherrill 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.  10 Elect Director Judith A. Sprieser Mgmt Yes For 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.  11 Elect Director Forny M. Traquina 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.  12 Elect Director Thomas J. Wilson Mgmt Yes For 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.  13 Elect Director Thomas J. Wilson Mgmt Yes For For For For For For For For For Por For Por Por Por Por Por Por Por Por Por P			For	For		For	For	Yes	Mgmt		Elect Director Michael L. Eskew	1b
Volting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   Elect Director Siddharth N. (Bobby) Mehta   Mgmt   Yes   For   For   For   For   For   For   For   Volting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   1e   Elect Director Jacques P. Perold   Mgmt   Yes   For   For   For   For   For   For   For   For   For   Volting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   1f   Elect Director Andrea Redmond   Mgmt   Yes   For   For   For   For   For   For   For   Volting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   1g   Elect Director Gregol M. Sherrill   Mgmt   Yes   For   For   For   For   For   For   For   Volting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   1n   Elect Director Judith A. Sprieser   Mgmt   Yes   For   For   For   For   For   For   For   For   Volting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   1i   Elect Director Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   1j   Elect Director Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   1j   Elect Director Thomas J. Wilson   Mgmt   Yes   For		_			<i>'.</i>	ercent diversity	s at least 30 pe	ard. There is	rsity on the bo	nender and racial diver	Voting Policy Rationale: There is g	
Elect Director Siddharth N. (Bobby) Mehta Mgmt Yes For For For For For For Volting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1e Elect Director Jacques P. Perold Mgmt Yes For For For For For For For For Volting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1f Elect Director Andrea Redmond Mgmt Yes For For For For For For For For For Volting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1g Elect Director Gregg M. Sherrill Mgmt Yes For For For For For For For For Wolfing Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1g Elect Director Judith A. Sprieser Mgmt Yes For For For For For For For For For Wolfing Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1l Elect Director Judith A. Sprieser Mgmt Yes For For For For For For For For For Wolfing Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1l Elect Director Promas J. Wilson Mgmt Yes For For For For For For For For For Wolfing Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1j Elect Director Thomas J. Wilson Mgmt Yes For For For For For For For For For Wolfing Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  2 Advisory Vote to Ratify Named Executive Mgmt Yes For			For	For		For	For	Yes	Mgmt	e	Elect Director Margaret M. Keane	1c
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   Elect Director Jacques P. Perold   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.   If   Elect Director Andrea Redmond   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.   If   Elect Director Gregg M. Sherrill   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.   If   Elect Director Judith A. Sprieser   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.   If   Elect Director Formation   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.   If   Elect Director Thomas J. Wilson   Mgmt   Yes   For   Fo		_			<i>'</i> .	ercent diversity	s at least 30 pe	ard. There is	rsity on the bo	nender and racial diver	Voting Policy Rationale: There is g	
Elect Director Jacques P. Perold 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.  1f Elect Director Andrea Redmond 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.  1g Elect Director Gregg M. Sherrill 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.  1h Elect Director Judith A. Sprieser 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.  1i Elect Director Perry M. Traquina 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.  1j Elect Director Perry M. Traquina Mgmt Yes For 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.  2 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For For For Officers' Compensation  1 Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance remain reasonably aligned at this time.  3 Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For For For For For For Nor-audit purposes.  8 Ballot Details  1 Institutional Account Detail Account			For	For		For	For	Yes	Mgmt	oy) Mehta	Elect Director Siddharth N. (Bobb	1d
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.    Elect Director Andrea Redmond   Mgmt   Yes   For   Fo		_			<i>'</i> .	ercent diversity	s at least 30 pe	ard. There is	rsity on the bo	nender and racial diver	Voting Policy Rationale: There is g	
Elect Director Andrea Redmond   Mgmt   Yes   For   For   For   For   For			For	For		For	For	Yes	Mgmt		Elect Director Jacques P. Perold	1e
Positive Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.    Positive Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   Positive Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   Positive Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   Positive Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   Positive Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   Positive Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   Positive Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   Positive Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   Positive Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   Positive Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.   Positive Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance remain reasonably aligned at this time.   Ratify Deloite & Touche LLP as Auditors   Mgmt   Yes   For		_			<i>'.</i>	ercent diversity	s at least 30 pe	ard. There is	rsity on the bo	nender and racial diver	Voting Policy Rationale: There is g	
Elect Director Gregg M. Sherrill 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.  1h Elect Director Judith A. Sprieser 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.  1i Elect Director Perry M. Traquina 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.  1j Elect Director Thomas J. Wilson Mgmt Yes For For For For For For For Officers' Compensation  Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  2 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For For Officers' Compensation  Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance remain reasonably aligned at this time.  3 Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For For For For Voting Policy Rationale: A vote FOR this litem is warranted because only 7.02 percent of the fees paid to the auditor are for non-audit purposes.  Ballot Details  Institutional Account Detail (AN Name, IA Number)  Ballot Status Name Agprover Name Account Number Ballot Status Name Approver Name Approver Name Approver Name Votable Shares			For	For		For	For	Yes	Mgmt		Elect Director Andrea Redmond	1f
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1h Elect Director Judith A. Sprieser		_			<i>'.</i>	ercent diversity	s at least 30 pe	ard. There is	rsity on the bo	nender and racial diver	Voting Policy Rationale: There is g	
Elect Director Judith A. Sprieser			For	For		For	For	Yes	Mgmt		Elect Director Gregg M. Sherrill	1g
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1i Elect Director Perry M. Traquina Mgmt Yes For For For For For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1j Elect Director Thomas J. 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.  2 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For For For For Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance remain reasonably aligned at this time.  3 Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For		_			<i>'.</i>	ercent diversity	s at least 30 pe	ard. There is	rsity on the bo	nender and racial diver	Voting Policy Rationale: There is g	
Elect Director Perry M. Traquina   Mgmt   Yes   For   For   For   For   For			For	For		For	For	Yes	Mgmt		Elect Director Judith A. Sprieser	1h
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.    Elect Director Thomas J. Wilson   Mgmt   Yes   For   For   For   For   For   For		_			<i>'</i> .	ercent diversity	s at least 30 pe	ard. There is	rsity on the bo	nender and racial diver	Voting Policy Rationale: There is g	
Elect Director Thomas J. 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.  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 CEO pay and company performance remain reasonably aligned at this time.  Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For For For For Voting Policy Rationale: A vote FOR this item is warranted because only 7.02 percent of the fees paid to the auditor are for non-audit purposes.  Ballot Details  Institutional Account Detail Custodian Account Number Ballot Status Name Approver Name Porcent Officers Approver Votable Shares			For	For		For	For	Yes	Mgmt		Elect Director Perry M. Traquina	1i
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  2		_			<i>'</i> .	ercent diversity	s at least 30 pe	ard. There is	rsity on the bo	nender and racial diver	Voting Policy Rationale: There is g	
Advisory Vote to Ratify Named Executive Mgmt Yes For For For Officers' Compensation  Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance remain reasonably aligned at this time.  Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For Voting Policy Rationale: A vote FOR this item is warranted because only 7.02 percent of the fees paid to the auditor are for non-audit purposes.  Ballot Details  Institutional Account Detail Custodian Account Number Ballot Status Name Date Approver Name Votable Shares			For	For		For	For	Yes	Mgmt		Elect Director Thomas J. Wilson	1j
Officers' Compensation  Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance remain reasonably aligned at this time.  3 Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For Voting Policy Rationale: A vote FOR this item is warranted because only 7.02 percent of the fees paid to the auditor are for non-audit purposes.  Ballot Details  Institutional Account Detail Custodian Account Number Ballot Status Instructor Name Instructed Name Approver Approved Votable Shares		_			<i>'.</i>	ercent diversity	s at least 30 pe	ard. There is	rsity on the bo	nender and racial diver	Voting Policy Rationale: There is g	
aligned at this time.  Ratify Deloitte & Touche LLP as Auditors Mgmt Yes For For For For For Voting Policy Rationale: A vote FOR this item is warranted because only 7.02 percent of the fees paid to the auditor are for non-audit purposes.  Ballot Details Institutional Account Detail Custodian Account Number Ballot Status Name Instructed Name Approver Approved Votable Shares			For	For		For	For	Yes	Mgmt	xecutive		2
Voting Policy Rationale: A vote FOR this item is warranted because only 7.02 percent of the fees paid to the auditor are for non-audit purposes.  Ballot Details  Instructor Date Approver Date (IA Name, IA Number) Ballot Status Name Instructed Name Approved Votable Shares		_			reasonably	nance remain i	mpany perforn	pay and co	rranted as CEC	OR this proposal is war	- '	
non-audit purposes.  Ballot Details  Institutional Account Detail Custodian Instructor Date Approver Date (IA Name, IA Number) Account Number Ballot Status Name Instructed Name Approved Votable Shares			For	For		For	For	Yes	Mgmt	Auditors	Ratify Deloitte & Touche LLP as A	3
Institutional Account Detail Custodian Instructor Date Approver Date (IA Name, IA Number) Account Number Ballot Status Name Instructed Name Approved Votable Shares		_			uditor are for	paid to the au	ent of the fees	aly 7.02 perc	ed because on	OR this item is warrant	- '	
(IA Name, IA Number) Account Number Ballot Status Name Instructed Name Approved Votable Shares											Details	Ballot D
Rhumbline Custom S&P Index 6728029082 6728029082 Confirmed Auto-Instructed 04/17/2020 Auto-Approved 04/10/2020 S41	s Shares Voted	Votable Shares						us	Ballot Stat			
11 Auto-Instituted 07/11/2020 Auto-Appliored 07/11/2020 Auto-Appliored 07/11/2020 571	1 541	541		04/19/2020	Auto-Approved	04/17/2020	Auto-Instructed		Confirmed	6728029082	e Custom S&P Index, 6728029082	Rhumbline
Total Shares: 541	1 541	541		Total Shares:								



#### The Gap, Inc.

Meeting Date: 05/19/2020 Meeting ID: 1418102 Country: USA Primary Security ID: 364760108 **Record Date:** 03/23/2020 Ticker: GPS Meeting Type: Annual 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

mber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Amy Bohutinsky	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbaggregate fees paid to the company's external aud percent diversity.						
1b	Elect Director John J. Fisher	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 Robert J. Fisher	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 William S. Fisher	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 Tracy Gardner	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.		
.f	Elect Director Isabella D. Goren	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumba aggregate fees paid to the company's external aud percent diversity.						
	percent diversity:						
9	Elect Director Bob L. Martin	Mgmt	Yes	For	For	For	For
9	•					For	For
	Elect Director Bob L. Martin					For	For
	Elect Director Bob L. Martin  Voting Policy Rationale: There is gender and racial	diversity on the bo	yes	s at least 30 pe	ercent diversity.		
h	Elect Director Bob L. Martin  Voting Policy Rationale: There is gender and racial  Elect Director Amy Miles	diversity on the bo	yes	s at least 30 pe	ercent diversity.		
h	Elect Director Bob L. Martin  Voting Policy Rationale: There is gender and racial  Elect Director Amy Miles  Voting Policy Rationale: There is gender and racial	diversity on the bo Mgmt diversity on the bo Mgmt	Yes  Ard. There is a second to the second there is yes	For s at least 30 per s at least 30 per For	For For For	For	For
า	Elect Director Bob L. Martin  Voting Policy Rationale: There is gender and racial  Elect Director Amy Miles  Voting Policy Rationale: There is gender and racial  Elect Director Jorge P. Montoya	diversity on the bo Mgmt diversity on the bo Mgmt	Yes  Ard. There is a second to the second there is yes	For s at least 30 per s at least 30 per For	For For For	For	For
h	Elect Director Bob L. Martin  Voting Policy Rationale: There is gender and racial  Elect Director Amy Miles  Voting Policy Rationale: There is gender and racial  Elect Director Jorge P. Montoya  Voting Policy Rationale: There is gender and racial	diversity on the bo Mgmt diversity on the bo Mgmt diversity on the bo Mgmt	Yes Yes Yes Yes Yes Yes Ard. There is Yes	For For For For For For For For	For For For For For For For	For	For
ו	Elect Director Bob L. Martin  Voting Policy Rationale: There is gender and racial  Elect Director Amy Miles  Voting Policy Rationale: There is gender and racial  Elect Director Jorge P. Montoya  Voting Policy Rationale: There is gender and racial  Elect Director Chris O'Neill	diversity on the bo Mgmt diversity on the bo Mgmt diversity on the bo Mgmt	Yes Yes Yes Yes Yes Yes Ard. There is Yes	For For For For For For For For	For For For For For For For	For	For
g h i j	Elect Director Bob L. Martin  Voting Policy Rationale: There is gender and racial  Elect Director Amy Miles  Voting Policy Rationale: There is gender and racial  Elect Director Jorge P. Montoya  Voting Policy Rationale: There is gender and racial  Elect Director Chris O'Neill  Voting Policy Rationale: There is gender and racial	diversity on the book Mgmt  ent member of the	Yes Yes Yes Yes Ard. There is Yes Yes Yes Yes Yes Ard. There is Yes Ard. There is	For	For ercent diversity.  For audit fees exceed 25% of the	For For Against	For For



# The Gap, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction		
1m	Elect Director Sonia Syngal		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 diversit	ν.				
2	Ratify Deloitte & Touche LLP	as Auditors	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: A votorepresent 34.64 percent of the independence of the auditor.		,	,							
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote shareholders to understand the feedback is disclosed in the pin response to this feedback, one-time equity award grante termination, it is not clear how current pay-for-performance in performance-conditioned and primarily tied to financial goals performance. Long-term incersimilarly earned below target.	eir concerns after the 20 oxy statement. Further, However, the company i d to the CEO in 2018; w v the board will approac nisalignment is sufficien recent pay outcomes an s requiring improvement	019 say-on-pay the committee notes that the lo thile the award v h one-time awan tly mitigated, as e consistent witt t over 2018 resu	proposal rec has made p www.support w was cancelle rds in the fu annual and h company p wits, and wel	ceived relatively positive changes was driven primed in connection uture to address d long-term ince performance. A re not earned in	y low support, is to the long-to arily by conce in with the CEC is shareholders entive progran innual incentive in light of below	and investors' erm incentive pla erns regarding a pla employment concerns. The ns are sufficiently e awards were w-threshold				
Ballot D Institutio	etails onal Account Detail	Custodian			Instructor	Date	Approver	Date			
-	e, IA Number)	Account Number	Ballot Stat	us	Name	Instructed	Name	Approved	Vo	table Shares	Shares Voted
Rhumbline	: Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/30/2020	Auto-Approved	04/30/2020		804	804
								Total Shares	:	804	804

### The GEO Group, Inc.

Meeting Date: 05/19/2020 Record Date: 03/11/2020	Country: USA Meeting Type: Annual	•		36162J106	<b>Meeting ID:</b> 1419703	
<b>Primary CUSIP:</b> 36162J106	Primary ISIN: US3616231060		Primary SEDOL: BNLYWO	Q1	Proxy Level: 3	
Total Ballots: 1	Shares Voted: 517 Voting Policy: UUA	Votable Shares	: 517	*Shares on Loan: 0	Shares Instructed: 517	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Anne N. Foreman	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.		
1.2	Elect Director Richard H. Glanton	Mgmt	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 GEO Group, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.3	Elect Director Jose Gordo		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial div	ersity on the bo	ard.There is	s at least 30 pe	ercent diversity				-	
1.4	Elect Director Scott Kernan		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					
1.5	Elect Director Guido Van Hauw	vermeiren	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				-	
1.6	Elect Director Christopher C. V	Vheeler	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial div	ersity on the bo	ard.There is	s at least 30 pe	ercent diversity	:				
1.7	Elect Director Julie Myers Woo	d	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	s gender and racial div	ersity on the bo	ard.There is	s at least 30 pe	ercent diversity				-	
1.8	Elect Director George C. Zoley		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				-	
2	Ratify Grant Thornton LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote purposes.	FOR this item is warrar	nted because no	one of the fe	ees paid to the	auditor are for	non-audit			-	
3	Advisory Vote to Ratify Named Officers' Compensation	I Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns were identi		arranted as pay	and perfori	mance are reas	onably aligned	and no			-	
4	Report on Lobbying Payments	and Policy	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote lobbying-related expenditures w participation in the public policy	vould help shareholders								-	
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 Re	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	05/11/2020	Auto-Approved	05/11/2020		517	517
								Total Shares	: ====	517	517

# **United States Cellular Corporation**

Meeting Date: 05/19/2020 Record Date: 03/26/2020	Country: USA Meeting Type: Annual	Primary Security ID: 911684108 Ticker: USM	<b>Meeting ID:</b> 1419736
Primary CUSIP: 911684108	<b>Primary ISIN:</b> US9116841084	Primary SEDOL: 2918996	Proxy Level: 3



# **United States Cellular Corporation**

Total Ballo	ots: 1	Shares Voted: 308 Voting Policy: UUA		Votable S	hares: 308		*Shares on Lo	oan: 0	SI	nares Instructed: 308	3
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructio	n	
1.1	Elect Director J. Samuel Crow	ley	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The bo	pard is not majority inde	ependent.Less t	han 30% of	the board is di	iverse.					
1.2	Elect Director Gregory P. Jose	efowicz	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The bo	pard is not majority inde	ependent.Less t	han 30% of	the board is di	iverse.					
1.3	Elect Director Cecelia D. Stew	art	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The bo	pard is not majority inde	ependent.Less t	han 30% of	the board is di	iverse.					
2	Ratify PricewaterhouseCoope Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote purposes.	FOR this item is warrar	nted because no	one of the fe	ees paid to the	auditor are for	non-audit				
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althou reasonably aligned at this time		vote FOR this p	roposal is w	arranted, as pa	y and perform	ance are				
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
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/21/2020	Auto-Approved	04/21/2020		308	308
								Total Shares		308	308

### Align Technology, Inc.

Meeting Date: 05/20/2020 Record Date: 03/25/2020	Country: USA Meeting Type: Annual	Primary Security ID: Ticker: ALGN	: 016255101	Meeting ID: 1417347		
Primary CUSIP: 016255101	Primary ISIN: US0162551016		Primary SEDOL: 2679204	4		Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,795 Voting Policy: UUA	Votable Shares	:: 1,795	*Shares on Loa	<b>an:</b> 0	Shares Instructed: 1,795
Proposal Number Proposal Text	Proponent	Votable Proposal Mg	gmt Rec ISS Rec		Voting Policy Rec	Vote Instruction

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin J. Dallas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the bo	ard. There is	at least 30 pe	ercent diversity.		
1.2	Elect Director Joseph M. Hogan	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.		

<sup>\*</sup>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.

Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.3	Elect Director Joseph Lacob	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 C. Raymond Larkin, 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 George J. Morrow	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 Anne M. Myong	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.		
1.7	Elect Director Thomas M. Prescott	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.		
1.8	Elect Director Andrea L. Saia	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent raggregate fees paid to the company's external auditor. percent diversity.						
1.9	Elect Director Greg J. Santora	Mgmt	Yes	For	For	Against	Against
1.9	Elect Director Greg J. Santora  Voting Policy Rationale: The nominee is an incumbent is aggregate fees paid to the company's external auditor, percent diversity.	member of the	audit comm	ittee and non-	audit fees exceed 25% of the	Against	Against
1.9	Voting Policy Rationale: The nominee is an incumbent i aggregate fees paid to the company's external auditor.	member of the	audit comm	ittee and non-	audit fees exceed 25% of the	Against	Against For
	Voting Policy Rationale: The nominee is an incumbent raggregate fees paid to the company's external auditor. percent diversity.	member of the There is gende Mgmt	audit comm r and racial d	ittee and non- diversity on th	audit fees exceed 25% of the e board. There is at least 30 For		
	Voting Policy Rationale: The nominee is an incumbent is aggregate fees paid to the company's external auditor. percent diversity.  Elect Director Susan E. Siegel	member of the There is gende Mgmt	audit comm r and racial d	ittee and non- diversity on th	audit fees exceed 25% of the e board. There is at least 30 For		
1.10	Voting Policy Rationale: The nominee is an incumbent is aggregate fees paid to the company's external auditor, percent diversity.  Elect Director Susan E. Siegel  Voting Policy Rationale: There is gender and racial dive	member of the There is gende  Mgmt  rsity on the bo  Mgmt  member of the	audit comm r and racial Yes ard. There is Yes audit comm	ittee and non- diversity on the  For s at least 30 pe  For  for  ittee and non-	audit fees exceed 25% of the e board. There is at least 30  For ercent diversity.  For audit fees exceed 25% of the	For	For
1.10	Voting Policy Rationale: The nominee is an incumbent of aggregate fees paid to the company's external auditor, percent diversity.  Elect Director Susan E. Siegel  Voting Policy Rationale: There is gender and racial diversity.  Elect Director Warren S. Thaler  Voting Policy Rationale: The nominee is an incumbent of aggregate fees paid to the company's external auditor.	member of the There is gende  Mgmt  rsity on the bo  Mgmt  member of the	audit comm r and racial Yes ard. There is Yes audit comm	ittee and non- diversity on the  For s at least 30 pe  For  for  ittee and non-	audit fees exceed 25% of the e board. There is at least 30  For ercent diversity.  For audit fees exceed 25% of the	For	For
1.10	Voting Policy Rationale: The nominee is an incumbent of aggregate fees paid to the company's external auditor. percent diversity.  Elect Director Susan E. Siegel  Voting Policy Rationale: There is gender and racial diversity.  Elect Director Warren S. Thaler  Voting Policy Rationale: The nominee is an incumbent of aggregate fees paid to the company's external auditor. percent diversity.  Ratify PricewaterhouseCoopers LLP as	member of the There is gende  Mgmt  rsity on the bo  Mgmt  member of the There is gende  Mgmt	audit comm r and racial a Yes Ard. There is Yes audit comm r and racial a Yes	ittee and non- diversity on the  For  For  ittee and non- diversity on the  For  is warranted g	For exceed 25% of the e board. There is at least 30  For excent diversity.  For audit fees exceed 25% of the e board. There is at least 30  For excent diversity is at least 30  For exceed 25% of the exceed 25%	For Against	For Against

Voting Policy Rationale: Following last year's failed say-on-pay proposal, the company reached out to investors representing the majority of shares, disclosed the feedback received, and provided additional rationale and disclosures in response to investors' concerns. The compensation committee has made meaningful changes to its compensation practices in response to shareholders' concerns, including disclosure in a supplemental filing that special equity awards similar to the one cited as a primary investor concern would be granted under extraordinary circumstances and only following shareholder outreach. Additionally, pay and performance are reasonably aligned for the year in review. However, further explanation of the circumstances under which such an award would be considered would be beneficial in understanding the committee's intended practices going forward. Given that the company demonstrated a moderate degree of responsiveness to shareholders' concerns, a cautionary vote FOR this proposal is warranted.



### Align Technology, Inc.

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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	05/14/2020	Auto-Approved	05/14/2020	1,795	1,795
						Total Shares:	1,795	1,795

### **Alkermes plc**

Meeting Date: 05/20/2020 Record Date: 03/17/2020	Country: Ireland Meeting Type: Annual	Primary Ser Ticker: ALKS	curity <b>ID:</b> G01767105	<b>Meeting ID:</b> 1416480
Primary CUSIP: G01767105	Primary ISIN: IE00B56GVS15	Primary SED	<b>DL:</b> B3P6D26	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 253 Voting Policy: UUA	Votable Shares: 253	*Shares on Loan: 0	Shares Instructed: 253

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Shane M. Cooke	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	de at least one mino	rity director	;			
1.2	Elect Director Richard B. Gaynor	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	de at least one mino	rity director				
1.3	Elect Director Paul J. Mitchell	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	de at least one mino	rity director				
1.4	Elect Director Richard F. Pops	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include	le at least one mino	rity director				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. Following low support of last year's proposal, the company engaged with shareholders and made updates to the FY19 and FY20 pay programs in response to investors' feedback. These updates include applying relative weights to FY19 STI objectives and formalized weights to FY20 STI objectives, disclosing how each NEO's individual achievements figured into annual incentive awards, revising the peer group, and introducing performance-conditioned equity to the LTI program. Moreover, the committee exercised discretion to award the CEO a below-target STI award. It is noteworthy that the CEO received a larger equity award (in terms of granted units) during a period of long-term TSR underperformance. Further, while the performance-based options require significant stock-price appreciation, it appears the goal may be achieved at any time during the ten-year option term, which somewhat reduces the goal rigor. However, FY20 LTI awards will include PSUs that depend on pre-set commercial and development goals as well as three-year relative TSR. Continued monitoring of pay decisions and performance outcomes is warranted.

Approve PricewaterhouseCoopers LLP as Mgmt Yes For For For For For Auditors and Authorize Board to Fix Their
Remuneration

Voting Policy Rationale: A vote FOR this item is warranted because only 22.05 percent of the fees paid to the auditor are for non-audit purposes.



# **Alkermes plc**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction		
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on	the Equity Plan Scorec	ard evaluation	n (EPSC), a	vote FOR this p	proposal is wai	ranted.				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot State	JS	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable	e Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/07/2020	Auto-Approved	05/07/2020		253	253
								Total Shares:		253	253

### **American Financial Group, Inc.**

Meeting Date: 05/20/2020	Country: USA	Primary Sec	urity ID: 025932104	<b>Meeting ID:</b> 1416215
<b>Record Date:</b> 03/27/2020	Meeting Type: Annual	Ticker: AFG		
<b>Primary CUSIP:</b> 025932104	<b>Primary ISIN:</b> US0259321042	Primary SEDO	<b>L:</b> 2134532	Proxy Level: 3
	Shares Voted: 1,084	Votable Shares: 1,084	*Shares on Loan: 0	Shares Instructed: 1,084
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 Carl H. Lindner, III	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.		
1.2	Elect Director S. Craig Lindner	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.		
1.3	Elect Director Kenneth C. Ambrecht	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 John B. Berding	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 Joseph E. (Jeff) Consolino	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 Virginia C. "Gina" Drosos	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.		
1.7	Elect Director James E. Evans	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.		
1.8	Elect Director Terry S. Jacobs	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.		

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



# **American Financial Group, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1.9	Elect Director Gregory G. Jos	eph	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The b	oard does not include at	t least one mino	rity director	Less than 30%	of the board	is diverse.				
1.10	Elect Director Mary Beth Mar	tin	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The b	oard does not include at	t least one mino	rity director	Less than 30%	of the board	is diverse.				
1.11	Elect Director William W. Ver	ity	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The b	oard does not include at	t least one mino	rity director	Less than 30%	of the board	is diverse.				
1.12	Elect Director John I. Von Le	nman	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The bo	oard does not include at	t 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: A vote non-audit purposes.	FOR this item is warrar	nted because or	aly 9.80 per	cent of the fees	paid to the au	uditor are for				
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoureasonably aligned at this time	-	noted, a vote FC	OR this prop	osal is warrante	ed as pay and	performance ar	re			
Ballot D	<b>Details</b>										
	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	04/20/2020	Auto-Approved	04/20/2020		1,084	1,084
								Total Shares		1,084	1,084

### AtriCure, Inc.

Meeting Date: 05/20/2020 Record Date: 03/23/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: ATRC	: 04963C209	Meeting ID: 1418482
<b>Primary CUSIP:</b> 04963C209	Primary ISIN: US04963C2098		Primary SEDOL: B0C8KV	/2	Proxy Level: 3
	Shares Voted: 3,148	Votable Shares	: 3,148	*Shares on Loan: 0	Shares Instructed: 3,148
Total Ballots: 1	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael H. Carrel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is no racial diversity on the	e board.					
1b	Elect Director Mark A. Collar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: There is no racial diversity on the	ne board.					



### AtriCure, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1c	Elect Director Scott W. Drake		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: There is no	racial diversity on th	e board.								
1d	Elect Director Daniel P. Florin		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: There is no	racial diversity on th	e board.								
1e	Elect Director Regina E. Groves		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: There is no	racial diversity on th	e board.								
1f	Elect Director B. Kristine Johnson		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: There is no	racial diversity on th	e board.								
1g	Elect Director Mark R. Lanning		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: There is no	racial diversity on th	e board.								
1h	Elect Director Karen N. Prange		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: There is no	racial diversity on th	e board.								
1i	Elect Director Sven A. Wehrwein		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nomine racial diversity on the board.	ee is employed full-tii	me and sits or	n boards at l	more than 2 pu	ıblic companie:	s.There is no				
1j	Elect Director Robert S. White		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: There is no	racial diversity on th	e board.								
2	Ratify Deloitte & Touche LLP as Au	uditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR non-audit purposes.	this item is warrante	ed because on	nly 20.22 pe	rcent of the fee	es paid to the a	auditor are for				
3	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on the	ne Equity Plan Scored	ard evaluation	n (EPSC), a	vote FOR this p	proposal is wai	rranted.				
4	Advisory Vote to Ratify Named Exe Officers' Compensation	ecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR significant concerns were identified		ranted as pay	and perform	nance are reaso	onably aligned	and no				
Ballot [	etails										
		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	04/29/2020	Auto-Approved	04/29/2020		3,148	3,148

Total Shares:

3,148

3,148



### **Boston Properties, Inc.**

Meeting Date: 05/20/2020Country: USAPrimary Security ID: 101121101Meeting ID: 1416161Record Date: 03/25/2020Meeting Type: AnnualTicker: BXP

 Primary CUSIP: 101121101
 Primary ISIN: US1011211018
 Primary SEDOL: 2019479
 Proxy Level: 3

Shares Voted: 78 Votable Shares: 78 \*Shares on Loan: 0 Shares Instructed: 78

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 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	s at least 30 pe	rcent diversity.		
1b	Elect Director Kelly A. Ayotte	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	
1c	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	s at least 30 pe	rcent diversity.		
1d	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	s at least 30 pe	rcent diversity.		
1e	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	s at least 30 pe	rcent diversity.		
1f	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	s at least 30 pe	rcent diversity.		
1g	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	s at least 30 pe	rcent diversity.		
1h	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	rcent diversity.		
1i	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	s at least 30 pe	rcent diversity.		
1j	Elect Director David A. Twardock	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 William H. Walton, 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	rcent diversity.		



### **Boston Properties, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	n	
2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
3	Voting Policy Rationale: A vote say-on-pay proposal, the compto address shareholders' feedby pre-set target bonus opportunic criteria with pre-set weightings the information needed to react weighting of the CEO's perform performance-conditioned. Further Ratify PricewaterhouseCoope	nany engaged with its la ack and concerns. The i ties and, for FY2020, bu these changes provid dily assess pay-for-perfo nance-conditioned equit ther, pay and performan	rgest sharehold most significant onuses will be e le greater transp ormance linkage y year-over-yea	ders, and ma changes w parned base parency into a. Moreover, ar, such that	ade changes to vere to the annu do on only three on pay determina the committee this most recent	2019 and 202 val program, as categories of pations and equi- increased the valuations and equi-	O pay programs on NEOs now have performance ip investors with relative		For		
	Auditors  Voting Policy Rationale: A vote	FOR this item is warrar	nted because or	nly 1.53 per	rcent of the fees	paid to the at	uditor are for				
	non-audit purposes.										
Ballot D											
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	V	otable Shares	Shares Voted
Rhumbline	: Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/27/2020	Auto-Approved	04/27/2020		78	78
								Total Shares		78	78

### CenturyLink, Inc.

Meeting	Date: 05/20/2020	Country: USA			Primary	Security ID: 156700106		<b>Meeting ID:</b> 1418739
Record D	Pate: 03/26/2020	Meeting Type: Annu	al		Ticker:	CTL		
Primary C	<b>USIP:</b> 156700106	Primary ISIN: US15670	01060		Primary	<b>SEDOL:</b> 2185046		Proxy Level: 3
		Shares Voted: 1,771		Votable Sh	ares: 1,771	*Shares on L	.oan: 0	Shares Instructed: 1,771
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 Martha H. Bejar		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 Virginia Boulet 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 Peter C. Brown 1c 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. 1d Elect Director Kevin P. Chilton Mgmt Against Against

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



#### CenturyLink, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1e	Elect Director Steven "Terry" Clontz	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 T. Michael Glenn	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 W. Bruce Hanks	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.		
1h	Elect Director Hal S. Jones	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.		
1i	Elect Director Michael J. Roberts	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.		
1j	Elect Director Laurie A. Siegel	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		
1k	Elect Director Jeffrey K. Storey	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	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
3	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following the failed say-on-pay vote in 2019, the company engaged with a significant portion of its shareholder base, and made changes to address certain concerns, which primarily focused around the structure of the pay program for 2020. Further, the company discontinued the use of one-time awards to NEOs. However, new concerns are raised with regard to FY19 pay programs. First, the long-term incentive target allows the CEO to earn a target payout for EBITDA growth of 0 percent and a portion of the award, even if growth is negative. This concern is magnified as the run rate goal is the only metric in the current LTT program and makes up a significant portion of the CEO's total pay. A portion of the performance award vesting in 2019 was also based on EBITDA run rate and awards were earned well above target, for EBITDA run rate growth of over 7 percent. Goal rigor concerns are also raised in the annual incentive program, where the free cash flow goal was set below last year's performance, and then achieved above target. The company did provide a supplemental filing on May 4, 2020, with additional details surrounding the lowered goals. The filing states that the target was lower than the previous year's result "because 2018 Free Cash Flow results included one-time benefits from \$674 million of one-time tax refunds and lower incentive bonus payments." While the company will make positive changes to incentive programs for 2020, including moving to a three-year performance period for long-term incentives, forward-looking goals will not be disclosed for the cumulative EBITDA goal for 2020, which may make it difficult for shareholders to assess if the goal rigor issue is limited to 2019 awards. In light of the concerns, support for this proposal is not warranted.

#### **Ballot Details**

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



### CenturyLink, 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	05/05/2020	Auto-Approved	05/05/2020	1,771	1,771
						Total Shares:	1,771	1,771

# **Hyatt Hotels Corporation**

Meeting Date: 05/20/2020 Record Date: 03/20/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: H	curity ID: 448579102	Meeting ID: 1417028
<b>Primary CUSIP:</b> 448579102	<b>Primary ISIN:</b> US4485791028	Primary SEDO	<b>DL:</b> B5B82X4	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				
1.1	Elect Director Thomas J. Pritzker	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 Pamela M. Nicholson	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 Richard C. Tuttle	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1.4	Elect Director James H. Wooten, Jr.	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 24.84 per	cent of the fee	es paid to the auditor are for						
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	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: A vote FOR this proposal is wan shares reserved is reasonable; and- The offer period is v Code.		,	,	•						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For				
	Voting Policy Pationale: Although a concern is noted as	inte FOR this	nronocal ic i	warranted ac n	av and performance are						

Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are significantly aligned at this time.



# **Hyatt Hotels 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	04/29/2020	Auto-Approved	04/29/2020	100	100
						Total Shares:	100	100

### **Ingredion Incorporated**

Meeting Date: 05/20/2020 Primary Security ID: 457187102 **Meeting ID:** 1418782 Country: USA **Record Date:** 03/26/2020 Meeting Type: Annual Ticker: INGR **Primary CUSIP:** 457187102 Primary ISIN: US4571871023 Primary SEDOL: B7K24P7 Proxy Level: 3 Shares Voted: 1,189 Votable Shares: 1,189 \*Shares on Loan: 0Shares Instructed: 1,189 Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction					
1a	Elect Director Luis Aranguren-Trellez	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1b	Elect Director David B. Fischer	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 Paul Hanrahan	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1d	Elect Director Rhonda L. Jordan	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1e	Elect Director Gregory B. Kenny	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1f	Elect Director Barbara A. Klein	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 Victoria J. Reich	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 Stephan B. Tanda	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 Jorge A. Uribe	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 Dwayne A. Wilson	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											

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



### **Ingredion Incorporated**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1k	Elect Director James P. Zallie	!	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 Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns were iden		arranted as pay	and perforr	mance are reas	onably aligned	and no				
3	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote purposes.	e FOR this item is warran	nted because no	one of the fe	ees paid to the	auditor are for	non-audit				
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	04/23/2020	Auto-Approved	04/23/2020		1,189	1,189
								Total Share	s:	1,189	1,189

# **Molson Coors Beverage Company**

Meeting Date: 05/20/2020 Record Date: 03/26/2020	Country: USA Meeting Type: Annual		Primary Security ID: 60871R209 Ficker: TAP	<b>Meeting ID:</b> 1415936
Primary CUSIP: 60871R209	Primary ISIN: US60871R2094	ı	Primary SEDOL: B067BM3	Proxy Level: 3
	Shares Voted: 21	Votable Shares: 2	*Shares on Loan: 0	Shares Instructed: 21
Total Ballots: 1	Voting Policy: UUA			

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction			
Elect Director Roger G. Eaton	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.									
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.									
Elect Director H. Sanford Riley	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.									
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For			
	Elect Director Roger G. Eaton  Voting Policy Rationale: The board does not include at  Elect Director Charles M. Herington  Voting Policy Rationale: The board does not include at  Elect Director H. Sanford Riley  Voting Policy Rationale: The board does not include at  Advisory Vote to Ratify Named Executive	Elect Director Roger G. Eaton Mgmt  Voting Policy Rationale: The board does not include at least one mino  Elect Director Charles M. Herington Mgmt  Voting Policy Rationale: The board does not include at least one mino  Elect Director H. Sanford Riley Mgmt  Voting Policy Rationale: The board does not include at least one mino  Advisory Vote to Ratify Named Executive Mgmt	Elect Director Roger G. Eaton Mgmt Yes  Voting Policy Rationale: The board does not include at least one minority director.  Elect Director Charles M. Herington Mgmt Yes  Voting Policy Rationale: The board does not include at least one minority director.  Elect Director H. Sanford Riley Mgmt Yes  Voting Policy Rationale: The board does not include at least one minority director.  Advisory Vote to Ratify Named Executive Mgmt Yes	Elect Director Roger G. Eaton Mgmt Yes For  Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director. Less than 30% of the second does not include at least one minority director.	Proposal Text    Proposal Text   Proposal Mgmt Rec   ISS Rec	Proposal Text Proposal Mgmt Rec ISS Rec Policy Rec  Elect Director Roger G. Eaton 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.  Elect Director Charles M. Herington 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.  Elect Director H. Sanford Riley 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 Mgmt Yes For For For For			

Voting Policy Rationale: After a review of the company's compensation program and practices, it is concluded that pay is reasonably aligned with performance at this time. Payouts under both the annual and long-term incentive programs are commensurate with operating performance and long-term shareholder outcomes. As such, a vote FOR this proposal is warranted.



# **Molson Coors Beverage 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	05/05/2020	Auto-Approved	05/05/2020	21	21
						Total Shares:	21	21

# **National Oilwell Varco, Inc.**

Meeting Date: 05/20/2020 Record Date: 03/23/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: NOV	curity ID: 637071101	Meeting ID: 1419708
Primary CUSIP: 637071101	Primary ISIN: US6370711011	Primary SED	<b>DL:</b> 2624486	Proxy Level: 3
	Shares Voted: 892	Votable Shares: 892	*Shares on Loan: 0	Shares Instructed: 892
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 Clay C. Williams	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1B	Elect Director Greg L. Armstrong	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1C	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1D	Elect Director Ben A. Guill	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1E	Elect Director James T. Hackett	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		
1F	Elect Director David D. Harrison	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1G	Elect Director Eric L. Mattson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1H	Elect Director Melody B. Meyer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1I	Elect Director William R. Thomas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					



**Meeting ID:** 1416497

Reporting Period: 07/01/2019 to 06/30/2020 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 Instructi	on	
2	Ratify Ernst & Young LLP as	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	e FOR this item is warrar	nted because or	nly 21.50 pe	rcent of the fee	es paid to the a	auditor are for				
3	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote aligned.	e FOR this proposal is wa	arranted as CEC	pay and co	ompany perforn	nance remain i	reasonably				
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based	on the Equity Plan Scor	ecard evaluation	n (EPSC), a	vote FOR this p	proposal is wai	rranted.				
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	04/22/2020	Auto-Approved	04/22/2020		892	892
								Total Shares		892	892

# **ONEOK, Inc.**

Meeting Date: 05/20/2020

Record Date: 03/23/2020

Country: USA

Meeting Type: Annual

Primary C	USIP: 682680103	Primary ISIN: US682680103	36		Primary S	<b>SEDOL:</b> 2130109			Proxy Le	<b>/el:</b> 3
Total Ball		Shares Voted: 857 /oting Policy: UUA		Votable Sh	ares: 857		*Shares on Loa	<b>n:</b> 0	Shares Ir	structed: 857
Proposal Number	Proposal Text	Pro	oponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	
1.1	Elect Director Brian L. Derksen	Mg	gmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: Less than 3	30% of the board is divers	se.							
1.2	Elect Director Julie H. Edwards	Mg	gmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: Less than 3	80% of the board is divers	se.							
1.3	Elect Director John W. Gibson	Mg	gmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: Less than 3	80% of the board is divers	se.							
1.4	Elect Director Mark W. Helderman	Mg	gmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: Less than 3	80% of the board is divers	se.							
1.5	Elect Director Randall J. Larson	Mg	gmt	Yes	For	For		Against	Against	
	Voting Policy Rationale: Less than 3	80% of the board is divers	se.							

Primary Security ID: 682680103

Ticker: OKE



# **ONEOK, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
1.6	Elect Director Steven J. Malcolm	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the board is o	liverse.								
1.7	Elect Director Jim W. Mogg	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the board is o	liverse.								
1.8	Elect Director Pattye L. Moore	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the board is o	liverse.								
1.9	Elect Director Gary D. Parker	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the board is o	liverse.								
1.10	Elect Director Eduardo A. Rodriguez	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the board is o	liverse.								
1.11	Elect Director Terry K. Spencer	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than 30% of the board is o	liverse.								
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	I	For	For		
	Voting Policy Rationale: A vote FOR this item is warrants non-audit purposes.	ed because or	aly 4.51 perc	ent of the fees	paid to the auditor	are for				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	I	For	For		
	Voting Policy Rationale: Although some concern is raised warranted as pay and performance are reasonably align			hare goal rigoi	, a vote FOR this pr	roposal is				
Ballot D	etails									
	onal Account Detail Custodian e, IA Number) Account Number	Ballot Stat	us	Instructor Name	Date Appl Instructed Nam	rover ne	Date Approved		Votable Shares	Shares Voted

# **Pinnacle West Capital Corporation**

6728029082

Rhumbline Custom S&P Index, 6728029082

Meeting Date: 05/20/2020	Country: USA	Primary Security ID: 723484101	<b>Meeting ID:</b> 1415299
Record Date: 03/12/2020	Meeting Type: Annual	Ticker: PNW	
Primary CUSIP: 723484101	<b>Primary ISIN:</b> US7234841010	Primary SEDOL: 2048804	Proxy Level: 3

Auto-Instructed

04/16/2020

Auto-Approved

04/20/2020

Total Shares:

857

857

857

857

Confirmed



# **Pinnacle West Capital Corporation**

	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 Glynis A. Bryan	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial diver	Proponent       Proposal       Mgmt Rec       ISS Rec       Policy Rec       Instruct         Mgmt       Yes       For       For       For       For         ersity on the board. There is at least 30 percent diversity.         Mgmt       Yes       For       For       For       For         Mgmt       Yes       For       For       Withhold       Withhold         -time and sits on boards at more than 2 public companies. There is gender percent diversity.       Mgmt       Yes       For       For <td< td=""><td></td></td<>						
1.2	Elect Director Denis A. Cortese	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.			
1.3	Elect Director Richard P. Fox	Mgmt	Yes	For	For	Withhold	Withhold	
	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		
1.4	Elect Director Jeffrey B. Guldner	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Dale E. Klein	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.			
1.6	Elect Director Humberto S. Lopez	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.			
1.7	Elect Director Kathryn L. Munro	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.			
1.8	Elect Director Bruce J. Nordstrom	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.			
1.9	Elect Director Paula J. Sims	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.			
1.10	Elect Director James E. Trevathan, Jr.	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.			
1.11	Elect Director David P. Wagener	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.			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
	former CEO in 2019 and target pay opportunities were s	eet lower for 20 ch including ei	020 as well. liminating th	Further, the co e CEO-specific	ompany made positive change annual incentive program and			
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FOR this item is warrante	ed because no	ne of the fe	es paid to the a	auditor are for non-audit			

Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.



# **Pinnacle West Capital Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructio	n	
4	Reduce Ownership Threshold for Shareholders to Call Special Med		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote For special meetings.	OR this proposal is wan	ranted as it w	ould further	enhance the e.	xisting shareh	older right to ca	//			
Ballot D Institutio	etalis nal Account Detail	Custodian			Instructor	Date	Approver	Date			
(IA Name	, IA Number)	Account Number	Ballot Stat	us	Name	Instructed	Name	Approved	\	otable Shares	Shares Voted
Socially Re	sponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	04/29/2020	Auto-Approved	04/29/2020		70	70
								Total Shares		70	70

# **Reinsurance Group of America, Incorporated**

Meeting Date: 05/20/2020 Record Date: 03/17/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: RGA	curity ID: 759351604	<b>Meeting ID:</b> 1418789
<b>Primary CUSIP:</b> 759351604	<b>Primary ISIN:</b> US7593516047	Primary SEDO	<b>DL:</b> 2731193	Proxy Level: 3
	Shares Voted: 101	Votable Shares: 101	*Shares on Loan: 0	Shares Instructed: 101
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 Pina Albo	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.				
1b	Elect Director Christine R. Detrick	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.				
1c	Elect Director J. Cliff Eason	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.				
1d	Elect Director John J. Gauthier	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.				
1e	Elect Director Anna Manning	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.				
1f	Elect Director Hazel M. McNeilage	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.				
1g	Elect Director Steven C. Van Wyk	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.				



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Reinsurance Group of America, Incorporated**

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	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wa	arranted as pay	and perfori	mance are reaso	onably aligned	at this time.				
3	Amend Articles of Incorporation Special Meetings be Called from and to Remove Certain Provision	m Time to Time	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote shareholder rights.	FOR this item is warrar	nted. Approval c	of this item	would not have	an adverse in	npact on				
4	Ratify Deloitte & Touche LLP	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	aly 2.07 per	cent of the fees	paid to the au	uditor are 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	05/05/2020	Auto-Approved	05/05/2020		101	101
								Total Shares		101	101

#### **Reliance Steel & Aluminum Co.**

Meeting Date: 05/20/2020 Country: USA Primary Security ID: 759509102 Meeting ID: 1419712 **Record Date:** 03/31/2020 Ticker: RS Meeting Type: Annual **Primary CUSIP:** 759509102 Primary ISIN: US7595091023 Primary SEDOL: 2729068 Proxy Level: 3 Shares Voted: 2,365 Votable Shares: 2,365 \*Shares on Loan: 0 Shares Instructed: 2,365 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 Sarah J. Anderson	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.		
1b	Elect Director Lisa L. Baldwin	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 Karen W. Colonias	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial of	ercent diversity.					
1d	Elect Director John G. Figueroa	Mgmt	Yes	For	For	For	For

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



### **Reliance Steel & Aluminum Co.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1e	Elect Director David H. Hannah	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 James D. Hoffman	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 Mark V. Kaminski	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 Robert A. McEvoy	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 Andrew G. Sharkey, III	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 Douglas W. Stotlar	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.		
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 significant concerns were identified at this time.	ranted as pay	and perform	nance are reas	onably aligned and no		
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because les	s than one p	percent of the	fees paid to the auditor are fo	r	
4	Amend 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	proposal is warranted.		
5	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn a reasonable range;- The plan does not allow for reprici burn rate is reasonable.	-					
6	Amend Proxy Access Right	SH	Yes	Against	For	For	For
Ballot D	Voting Policy Rationale: A vote FOR this proposal is warn limit would improve the company's existing proxy access etails			imination of the	e 20-shareholder aggregation		

#### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/30/2020	Auto-Approved	04/30/2020	2,365	2,365
						Total Shares:	2,365	2,365



### **State Street Corporation**

**Record Date:** 03/11/2020

 Meeting Date: 05/20/2020
 Country: USA
 Primary Security ID: 857477103
 Meeting ID: 1418749

Ticker: STT

 Primary CUSIP: 857477103
 Primary ISIN: US8574771031
 Primary SEDOL: 2842040
 Proxy Level: 3

Shares Voted: 752 Votable Shares: 752 \*Shares on Loan: 0 Shares Instructed: 752

Total Ballots: 1 Voting Policy: UUA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1a	Elect Director Patrick de Saint-Aignan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boa	ard. There is	s at least 30 pe	rcent diversity.		
1b	Elect Director Marie A. Chandoha	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.		
1c	Elect Director Lynn A. Dugle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diver	sity on the boa	ard. There is	s at least 30 pe	rcent diversity.		
1d	Elect Director Amelia C. Fawcett	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.		
1e	Elect Director William C. Freda	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.		
1f	Elect Director Sara Mathew	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.		
1g	Elect Director William L. Meaney	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.		
1h	Elect Director Ronald P. O'Hanley	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.		
1i	Elect Director Sean O'Sullivan	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.		
1j	Elect Director Richard P. Sergel	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.		
1k	Elect Director Gregory L. Summe	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.		



Voting

Vote

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **State Street Corporation**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	tion	
2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote determining the CEO's total induscretionarily. While annual at the assessment is based on improgram. Total incentive awan improved in the second half of financial performance in sever compensation was set at the smaximum LTI award opportun 2020.	centive pay, which is gund long-term pay outcordividual performance, and swere below target for the year, awards incread key financial metrics yame level as his long-te.	ided by perform mes are now gu nd the change o r a second cons ased significant rear-over-year. nured predeces	nance asses. Jided by the does not app secutive yea. ly from last Moreover, t ssor's pay in	sments but ultii same scorecan pear to reduce t r and, although year's below-ta the new interna the prior year,	mately determing dissessment, the discretional company peringet awards ailly-promoted (with a signific	ined the majority of ny nature of the formance mid declining CEO's total target antly greater			_	
3	Ratify Ernst & Young LLP as	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 16.48 pe	ercent of the fee	es paid to the a	auditor are for			-	
Ballot D											
	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	05/01/2020	Auto-Approved	05/01/2020		752	752
								Total Shares	s:	752	752

Votable

### **Thermo Fisher Scientific Inc.**

Total Ballots: 1	Voting Policy: UUA			
	Shares Voted: 360	Votable Shares: 360	*Shares on Loan: 0	Shares Instructed: 360
<b>Primary CUSIP:</b> 883556102	<b>Primary ISIN:</b> US8835561023	Primary SED	<b>OL:</b> 2886907	Proxy Level: 3
<b>Record Date:</b> 03/27/2020	Meeting Type: Annual	Ticker: TMC	)	
Meeting Date: 05/20/2020	Country: USA	Primary Se	curity ID: 883556102	<b>Meeting ID:</b> 1417795

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Marc N. Casper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	ity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1b	Elect Director Nelson J. Chai	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial divers	ity on the boa	ard. There is	at least 30 pe	rcent diversity.		
1c	Elect Director C. Martin Harris	Mgmt	Yes	For	For	Against	Against

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

Rhumbline Custom S&P Index, 6728029082



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Thermo Fisher Scientific Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1d	Elect Director Tyler Jacks		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	nder and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity	:			-	
1e	Elect Director Judy C. Lewent		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	nder and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity	-			_	
1f	Elect Director Thomas J. Lynch		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	nder and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity				-	
1g	Elect Director Jim P. Manzi		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	nder and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity				_	
1h	Elect Director James C. Mullen		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	nder and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity	:			-	
1i	Elect Director Lars R. Sorensen		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	nder and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity				-	
1j	Elect Director Debora L. Spar		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is get	nder and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity					
1k	Elect Director Scott M. Sperling		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	nder and racial divers	sity on the boo	ard. There is	s at least 30 pe	rcent diversity				-	
11	Elect Director Dion J. Weisler		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gen	nder and racial divers	sity on the boa	ard. There is	s at least 30 pe	rcent diversity					
2	Advisory Vote to Ratify Named Exe Officers' Compensation	ecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: After a review warranted, as pay is reasonably align the LTI program, in particular the use concerns.	ned with performanc	e at this time	. Although t	here are conce	rns regarding t	the structure of			-	
3	Ratify PricewaterhouseCoopers LLI	o as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR non-audit purposes.	this item is warrante	d because on	ly 22.85 per	rcent of the fee.	s paid to the a	uditor are for			-	
Ballot D	Details										
		Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Confirmed

6728029082

Auto-Instructed

04/21/2020

Auto-Approved

04/21/2020

Total Shares:

360

360

360

360



# **United Airlines Holdings, Inc.**

Meeting Date: 05/20/2020Country: USAPrimary Security ID: 910047109Meeting ID: 1419658Record Date: 04/01/2020Meeting Type: AnnualTicker: UAL

 Primary CUSIP: 910047109
 Primary ISIN: US9100471096
 Primary SEDOL: 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 Instruc
1a	Elect Director Carolyn Corvi	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 Barney Harford	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.		
1c	Elect Director Michele J. Hooper	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 Walter Isaacson	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 James A. C. Kennedy	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 J. Scott Kirby	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 Oscar Munoz	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 Edward M. Philip	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 Edward L. Shapiro	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 David J. Vitale	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 James M. Whitehurst	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 Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 3.55 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 warr	anted, as pay	and perforn	nance are reas	onably 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.



### **United Airlines Holdings, Inc.**

Proposal Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Vote Instruct	ion	
4	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 we	arranted given i	that the abil	ity to act by w	ritten consent v	would enhance				
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.		-		-		, -				
6	Report on Global Warming-Re Activities	elated Lobbying	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote review of how the company's a the increasing risks to the com	and its trade association	ns' lobbying posi			•		-			
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

Auto-Instructed

05/01/2020

Auto-Approved

05/01/2020

**Total Shares:** 

188

188

188

188

#### Universal Health Services, Inc.

Rhumbline Custom S&P Index, 6728029082

6728029082

Meeting Date: 05/20/2020 Record Date: 03/24/2020	Country: USA Meeting Type: Annual	Primary Se Ticker: UHS	curity ID: 913903100	Meeting ID: 1419280
Primary CUSIP: 913903100	Primary ISIN: US9139031002	Primary SED		Proxy Level: 3
Total Ballots: 1	Shares Voted: 373 Voting Policy: UUA	Votable Shares: 373	*Shares on Loan: 0	Shares Instructed: 373
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec IS	Voting SS Rec Policy Rec	Vote Instruction

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Lawrence S. Gibbs	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one minor	ity director.	Less than 30%	of the board is diverse.		
2	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 factor(s):- The plan cost is excessive;- The three-year average burn rate is excessive;- The disclosure of change-in-control ("CIC") vesting treatment is incomplete; and- The plan allows broad discretion to accelerate vesting.

Confirmed



**Meeting ID:** 1417160

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **Universal Health Services, Inc.**

Proposal Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	vote Instructi	on	
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote several concerns regarding paj guaranteed annual cash and e may question the incentive and level.	ofor the CEO. Total con Quity awards of \$1 millio	npensation his i on each. Equity	relatively hig awards for	nh, as is base sa 2019 were ent	alary. Further, tirely time-base	the CEO receives ed, and investors				
4	Ratify PricewaterhouseCoope Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 12.17 pe	rcent of the fee	es paid to the a	auditor are 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	05/04/2020	Auto-Approved	05/04/2020		373	373
								Total Shares		373	373

#### **Zoetis Inc.**

Meeting Date: 05/20/2020

Record Date: 03/26/2020

Country: USA

Meeting Type: Annual

Primary (	CUSIP: 98978V103	Primary ISIN: US98978	3V1035		Primary	SEDOL: B95WG16		Proxy Level: 3
Total Ball	iots: 2	Shares Voted: 6,564 Voting Policy: UUA		Votable Sh	nares: 6,564	*Shares on	Loan: 0	Shares Instructed: 6,564
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory Norden		Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The non and racial diversity on the board				more than 2 pt	ıblic companies.There is gel	nder	
1b	Elect Director Louise M. Parent		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 Kristin C. 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	ercent diversity.		
1d	Elect Director Robert W. Scully		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.		

Ticker: ZTS

**Primary Security ID:** 98978V103



#### **Zoetis Inc.**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Vote Instructio	on	
2	Advisory Vote to Ratify Named 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 reas	onably aligned	for the year in				
3	Advisory Vote on Say on Pay I	requency	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	ency is warrante	ed.					
4	Ratify KPMG LLP as Auditor		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 9.90 perd	cent of the fees	s paid to the a	uditor are 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	04/28/2020	Auto-Approved	04/28/2020		626	626
Sands Cap	oital Mgnt, 6728029078	6728029078	Confirmed		Auto-Instructed	04/28/2020	Auto-Approved	04/28/2020		5,938	5,938
								Total Shares	:	6,564	6,564

# **Alliant Energy Corporation**

Meeting Date: 05/21/2020 Record Date: 03/27/2020	Country: USA Meeting Type: Annual		Primary Security ID Ticker: LNT	: 018802108	Meeting ID: 1419261
Primary CUSIP: 018802108	<b>Primary ISIN:</b> US0188021085		Primary SEDOL: 297382	1	Proxy Level: 3
	Shares Voted: 859	Votable Shares	<b>::</b> 859	*Shares on Loan: 0	Shares Instructed: 859
Total Ballots: 1	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Patrick E. Allen	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 Michael D. Garcia	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 Singleton B. McAllister	Mgmt	Yes	For	For	Withhold	Withhold
	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	ler	
1.4	Elect Director Susan D. Whiting	Mgmt	Yes	For	For	For	For



# **Alliant Energy Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is wai	rranted as pay	and perfori	mance remain r	easonably alig	ned.				
3	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	on the Equity Plan Score	ecard evaluatio	n (EPSC), a	vote FOR this	proposal is wa	rranted.				
4	Ratify Deloitte & Touche LLP a	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote in non-audit purposes.	FOR this item is warrant	ted because or	nly 3.51 per	cent of the fees	paid to the au	uditor are for				
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	04/25/2020	Auto-Approved	04/25/2020		859	859
								Total Shares		859	859

**Meeting ID:** 1413351

### Anthem, Inc.

**Meeting Date:** 05/21/2020

Country: USA

rimary C	<b>USIP:</b> 036752103	Primary ISIN: US0367	521038		Primary	SEDOL: BSPHGI	_4	Pr	oxy Level: 3
otal Ball	ots: 2	Shares Voted: 449 Voting Policy: UUA		Votable Shares: 449		*Shares on Loan: 0		Shares Instructed: 449	
oposal ımber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	1
1.1	Elect Director Gail K. Boudreaux		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	<i>'</i> .		
1.2	Elect Director R. Kerry Clark		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	<i>'</i> .		
1.3	Elect Director Robert L. Dixon, J	r.	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The nomand racial diversity on the board.				more than 2 pt	ublic companie	s.There is gender		
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 wai	ranted as pay	and perforn	nance remain r	reasonably alig	ned.		
3	Ratify Ernst & Young LLP as Aug	litors	Mgmt	Yes	For	For	For	For	

Primary Security ID: 036752103

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



### Anthem, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Reduce Ownership Threshold for	SH	Yes	Against	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 20 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	04/17/2020	Auto-Approved	04/21/2020	365	365
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/17/2020	Auto-Approved	04/21/2020	84	84
						Total Shares:	449	449

### BlackRock, Inc.

1f

Elect Director Laurence D. Fink

Meeting Date: 05/21/2020 Record Date: 03/23/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: BLK	curity ID: 09247X101	Meeting ID: 1419637
Primary CUSIP: 09247X101	Primary ISIN: US09247X1019	Primary SED0	<b>DL:</b> 2494504	Proxy Level: 3
	Shares Voted: 12	Votable Shares: 12	*Shares on Loan: 0	Shares Instructed: 12
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 Bader M. Alsaad	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racia	al diversity on the boa	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Mathis Cabiallavetta	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racia	al diversity on the boa	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Pamela Daley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racia	al diversity on the boa	ard. There is	s at least 30 pe	ercent diversity.		
1d	Elect Director William S. Demchak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racia	al diversity on the boa	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Jessica P. Einhorn	Mgmt	Yes	For	For	For	For

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

Mgmt

For



### BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1g	Elect Director William E. Ford	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.		
1h	Elect Director Fabrizio Freda	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.		
1i	Elect Director Murry S. Gerber	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.		
1j	Elect Director Margaret L. Johnson	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.		
1k	Elect Director Robert S. Kapito	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.		
11	Elect Director Cheryl D. Mills	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 Gordon M. Nixon	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.		
1n	Elect Director Charles H. Robbins	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.		
10	Elect Director Marco Antonio Slim Domit	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	
1p	Elect Director Susan L. Wagner	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.		
1q	Elect Director Mark Wilson	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.		
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, but wil	th caution. 7	There are ongo	ing concerns regarding the		

Voting Policy Rationale: A vote FOR this proposal is warranted, but with caution. There are ongoing concerns regarding the executive pay program's reliance on compensation committee discretion to determine NEO total pay. Investors increasingly prefer an incentive program structure that emphasizes objective and transparent pay outcomes while appropriately balancing judiciously applied discretion. Reasonable limitations on discretion are considered to be an important safeguard for investors, and this level of transparency is generally achieved through preset target goals with corresponding preset payout opportunities. For the year in review, the key financial measures assessed were consistent with the prior year, and the CEO's slightly increased total incentive award directionally aligns with the company's year-over-year improvements in those measures. Also, the company provides an upper limitation on discretion whereby a total incentive award cannot exceed 125 percent of the prior year's award. Further, the CEO's long-term incentives are delivered largely as performance-conditioned equity with forward-looking performance targets clearly disclosed. However, investors may prefer a greater weighting on key business financial metrics in place of qualitative considerations that make up half of the performance assessment. Shareholders are advised to closely monitor the company's incentive pay structure given the pay program's significant reliance on discretion. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of the pay program structure.



### BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 8.99 perc	ent of the fees	paid to the auditor are for		
4	Report on the Statement on the Purpose of a Corporation	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn management systems will enable investors to better und the Business Roundtable's (BRT) Statement on the Purpo	lerstand the g	overnance ii	-	•		

#### **Ballot Details**

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	05/04/2020	Auto-Approved	05/04/2020	12	12
						Total Shares:	12	12

### **Bunge Limited**

Meeting Date: 05/21/2020 Record Date: 03/26/2020	Country: Bermuda Meeting Type: Annual	<b>Primary Se</b> c <b>Ticker:</b> BG	curity ID: G16962105	<b>Meeting ID:</b> 1418078
Primary CUSIP: G16962105	Primary ISIN: BMG169621056	Primary SED0	<b>DL:</b> 2788713	Proxy Level: N/A
	Shares Voted: 770	Votable Shares: 770	*Shares on Loan: 0	Shares Instructed: 770
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sheila Bair	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 Vinita Bali	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 Carol M. Browner	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.		
1d	Elect Director Andrew Ferrier	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.		
1e	Elect Director Paul Fribourg	Mgmt	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.



# **Bunge Limited**

Rhumbline Custom S&P Index, 6728029082

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1f	Elect Director J. Erik Fyrwald		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	nender and racial diversi	ity on the boo	ard. There is	s at least 30 pe	rcent diversity.				-	
1g	Elect Director Gregory A. Heckma	an	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	nender and racial diversi	ity on the boo	ard. There is	s at least 30 pe	rcent diversity.				-	
1h	Elect Director Bernardo Hees		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	nender and racial diversi	ity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
<b>1</b> i	Elect Director Kathleen Hyle		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	nender and racial diversi	ity on the boo	ard. There is	s at least 30 pe	rcent diversity.				-	
1j	Elect Director Henry W. (Jay) Wi	nship	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	nender and racial diversi	ity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
1k	Elect Director Mark N. Zenuk		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	nender and racial diversi	ity on the boo	ard. There is	s at least 30 pe	rcent diversity.					
2	Approve Deloitte & Touche LLP a and Authorize Board to Fix Their Remuneration		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO non-audit purposes.	R this item is warranted	d because on	ly 1.06 perc	ent of the fees	paid to the au	ditor are for				
3	Advisory Vote to Ratify Named E. Officers' Compensation	xecutive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote AG forfeited for the most recent awar of individual performance consider program were achieved, also raise Further, while a portion of payout increases the participating NEOs' long-term performance. In addition review. The company made enhar \$3 million bonus along with contin	of cycle, the LTI target of cycle, the LTI target of the AIP, as we as concerns as the limite of the latter programmer awards and employ, significant concerns on the support of the support of the latter programmer.	goals are disc ell as details ed disclosure am is at risk hasizes short are raised reg nts to the fon	closed only i of how payo inhibits an i of future foi -term perfoi garding a pr mer CEO un	retrospectively.  buts under the informed assess  rfeiture, the add  rmance in the infoblematic pay in the a separation  for a separation	The lack of fur Risk Managem Sment of the p ditional award Incentive plan r Paractice during In agreement,	lsome disclosure ent Contribution rograms. opportunity ather than n the year in which included a	n a			
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on	the Equity Plan Scoreca	ard evaluation	n (EPSC), a	vote FOR this p	roposal is war	ranted.				
Ballot D	Details	Custodian			Instructor	Date	Approver	Date			
	e, IA Number)	Account Number	Ballot State	us	Name	Instructed	Name	Approved		Votable Shares	Shares Voted

Confirmed

6728029082

Auto-Instructed

05/11/2020

Auto-Approved

05/11/2020

Total Shares:

770

770

770

770



### **Colfax Corporation**

Meeting Date: 05/21/2020 Primary Security ID: 194014106 **Meeting ID:** 1419639 Country: USA **Record Date:** 04/02/2020 Meeting Type: Annual Ticker: CFX Primary CUSIP: 194014106 Primary ISIN: US1940141062 Primary SEDOL: B2RB4W9 Proxy Level: 3 Shares Voted: 536 Votable Shares: 536 \*Shares on Loan: 0 **Shares Instructed:** 536 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 Mitchell P. Rales	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 geno	der	
1b	Elect Director Matthew L. Trerotola	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.		
1c	Elect Director Patrick W. Allender	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.		
1d	Elect Director Thomas S. Gayner	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is employed full and racial diversity on the board. There is at least 30			more than 2 pe	ublic companies.There is geno	der	
1e	Elect Director Rhonda L. Jordan	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.		
1f	Elect Director Liam J. Kelly	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 A. Clayton Perfall	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.		
1h	Elect Director Didier Teirlinck	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.		
<b>1</b> i	Elect Director Rajiv Vinnakota	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 Sharon Wienbar	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 Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warra non-audit purposes.	nted because le	ss than one	percent of the	fees paid to the auditor are f	or	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For



# **Colfax Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: Based	on the Equity Plan Score	ecard evaluation	n (EPSC), a	vote FOR this p	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
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/27/2020	Auto-Approved	04/27/2020	536	536
								Total Shares:	536	536

### **Corporate Office Properties Trust**

Meeting Date: 05/21/2020 Record Date: 03/12/2020	Country: USA Meeting Type: Annual	<b>Primary Sec</b> <b>Ticker:</b> OFC	curity ID: 22002T108	Meeting ID: 1415323
Primary CUSIP: 22002T108	Primary ISIN: US22002T1088	Primary SEDO	<b>DL:</b> 2756152	Proxy Level: 3
	Shares Voted: 863	Votable Shares: 863	*Shares on Loan: 0	Shares Instructed: 863
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 F. Brady	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at l	east one mino	rity director.	Less than 30%	of the board is diverse.		
1b	Elect Director Stephen E. Budorick	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at l	east 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 does not include at l	east 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 does not include at l	east one mino	rity director.	Less than 30%	of the board is diverse.		
1e	Elect Director David M. Jacobstein	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at l	east 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 does not include at l	east 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 does not include at l	east 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 does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse.		

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

**Proposal Text** 

Proposal

Number



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

# **Corporate Office Properties Trust**

2	Ratify PricewaterhouseCooper Auditors	s LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warra	nted because	only 21.83 <sub>i</sub>	percent of the fee	es paid to the a	auditor are for				
3	Advisory Vote to Ratify Named Officers' Compensation	I Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns were identificant		arranted as pa	y and perfo	ormance are reas	onably aligned	and no				
Ballot	Details										
	tional Account Detail me, IA Number)	Custodian Account Number	Ballot Si	atus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbli	ine Custom S&P Index, 6728029082	6728029082	Confirme	i	Auto-Instructed	04/29/2020	Auto-Approved	04/29/2020		863	863
								Total Shares	:	863	863

Mgmt Rec

ISS Rec

Voting

**Policy Rec** 

Vote

Instruction

Votable

Proposal

Proponent

# DexCom, Inc.

Meeting Date: 05/21/2020 Record Date: 03/31/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: DXC	urity ID: 252131107 4	<b>Meeting ID:</b> 1420139
<b>Primary CUSIP:</b> 252131107	<b>Primary ISIN:</b> US2521311074	Primary SEDC	<b>DL:</b> B0796X4	Proxy Level: 3
	Shares Voted: 420	Votable Shares: 420	*Shares on Loan: 0	Shares Instructed: 420
Total Ballots: 1	Voting Policy: UUA			

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
Elect Director Richard A. Collins	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the boar	rd is diverse.					
Elect Director Mark G. Foletta	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the boar	rd is diverse.					
Elect Director Eric J. Topol	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the boar	rd is diverse.					
Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
- ,	rranted because on	nly 16.37 pei	rcent of the fee	es paid to the auditor are fo	r	
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Elect Director Richard A. Collins  Voting Policy Rationale: Less than 30% of the boar  Elect Director Mark G. Foletta  Voting Policy Rationale: Less than 30% of the boar  Elect Director Eric J. Topol  Voting Policy Rationale: Less than 30% of the boar  Ratify Ernst & Young LLP as Auditors  Voting Policy Rationale: A vote FOR this item is wannon-audit purposes.  Advisory Vote to Ratify Named Executive	Elect Director Richard A. Collins Mgmt  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Mark G. Foletta Mgmt  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Eric J. Topol Mgmt  Voting Policy Rationale: Less than 30% of the board is diverse.  Ratify Ernst & Young LLP as Auditors Mgmt  Voting Policy Rationale: A vote FOR this item is warranted because or non-audit purposes.  Advisory Vote to Ratify Named Executive Mgmt	Elect Director Richard A. Collins Mgmt Yes  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Mark G. Foletta Mgmt Yes  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Eric J. Topol Mgmt Yes  Voting Policy Rationale: Less than 30% of the board is diverse.  Ratify Ernst & Young LLP as Auditors Mgmt Yes  Voting Policy Rationale: A vote FOR this item is warranted because only 16.37 per non-audit purposes.  Advisory Vote to Ratify Named Executive Mgmt Yes	Elect Director Richard A. Collins Mgmt Yes For  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Mark G. Foletta Mgmt Yes For  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Eric J. Topol Mgmt Yes For  Voting Policy Rationale: Less than 30% of the board is diverse.  Ratify Ernst & Young LLP as Auditors Mgmt Yes For  Voting Policy Rationale: A vote FOR this item is warranted because only 16.37 percent of the fernon-audit purposes.  Advisory Vote to Ratify Named Executive Mgmt Yes For	Proposal Text Proposal Mgmt Proposal Mgmt Rec ISS Rec  Elect Director Richard A. Collins Mgmt Yes For For  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Mark G. Foletta Mgmt Yes For For  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Eric J. Topol Mgmt Yes For For  Voting Policy Rationale: Less than 30% of the board is diverse.  Ratify Ernst & Young LLP as Auditors Mgmt Yes For For  Voting Policy Rationale: A vote FOR this item is warranted because only 16.37 percent of the fees paid to the auditor are for non-audit purposes.  Advisory Vote to Ratify Named Executive Mgmt Yes For For	Proposal Text Proposal Mgmt Proposal Mgmt Rec ISS Rec Policy Rec  Elect Director Richard A. Collins Mgmt Yes For For Against  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Mark G. Foletta Mgmt Yes For For Against  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Eric J. Topol Mgmt Yes For For Against  Voting Policy Rationale: Less than 30% of the board is diverse.  Ratify Ernst & Young LLP as Auditors Mgmt Yes For For For For  Voting Policy Rationale: A vote FOR this item is warranted because only 16.37 percent of the fees paid to the auditor are for non-audit purposes.  Advisory Vote to Ratify Named Executive Mgmt Yes For For For For



## DexCom, Inc.

**Ballot Details** 

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/05/2020	Auto-Approved	05/05/2020	420	420
						Total Shares:	420	420

#### Flowers Foods, Inc.

Meeting Date: 05/21/2020 Record Date: 03/19/2020	Country: USA Meeting Type: Annual	Primary Seco Ticker: FLO	urity ID: 343498101	Meeting ID: 1418539
Primary CUSIP: 343498101	<b>Primary ISIN:</b> US3434981011	Primary SEDO	<b>L:</b> 2744243	Proxy Level: 2
	Shares Voted: 1,584	Votable Shares: 1,584	*Shares on Loan: 0	Shares Instructed: 1,584
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 George E. Deese	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 Rhonda Gass	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1c	Elect Director Benjamin H. Griswold, IV	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.						
1d	Elect Director Margaret G. Lewis	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 A. Ryals McMullian	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 James T. Spear	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 Melvin T. Stith	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. Martin Wood, 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.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: Although a concern is noted, a v	ote FOR this p	proposal is v	varranted as p	ay and performance are						

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.



## Flowers Foods, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
3	Ratify PricewaterhouseCoopers	LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F non-audit purposes.	OR this item is warrante	ed because or	nly 11.33 pe	rcent of the fee	es paid to the a	auditor are for				
4	Reduce Supermajority Vote Red	quirement	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F and the special meeting ownersh		_		uction in the su	permajority vo	ote requirement				
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	05/01/2020	Auto-Approved	05/01/2020		1,584	1,584
								Total Shares		1,584	1,584

#### Henry Schein, Inc.

Meeting Date: 05/21/2020 Record Date: 03/23/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: HSIC	curity ID: 806407102	<b>Meeting ID:</b> 1417788
Primary CUSIP: 806407102	<b>Primary ISIN:</b> US8064071025	Primary SEDO	<b>DL:</b> 2416962	Proxy Level: 3
	Shares Voted: 207	Votable Shares: 207	*Shares on Loan: 0	Shares Instructed: 207
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 Barry J. Alperin	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 Gerald A. Benjamin	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 Stanley M. Bergman	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.		
1d	Elect Director James P. Breslawski	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.		
1e	Elect Director Paul Brons	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.		
1f	Elect Director Shira Goodman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Pationals: The periposis employed full-ti	ma and cite or	hoards at r	nore than 2 nu	blic companies There is good	ar	

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



# **Henry Schein, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1g	Elect Director Joseph L. Herring	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 Kurt P. Kuehn	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 Philip A. Laskawy	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 Anne H. Margulies	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.		
1k	Elect Director Mark E. Mlotek	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 Steven Paladino	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	
1m	Elect Director Carol Raphael	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.		
1n	Elect Director E. Dianne Rekow	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 Bradley T. Sheares	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	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Scored	ard evaluation	ı (EPSC), a ı	vote FOR this p	proposal is warranted.		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although some concerns are now with performance at this time.	ted, a vote FC	R this propo	osal is warrante	ed, as pay is reasonably aligne	ed	
4	Ratify BDO USA, LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 7.72 perc	ent of the fees	paid to the auditor are for		
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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/06/2020	Auto-Approved	05/06/2020	207	207
						Total Shares:	207	207



## **KeyCorp**

 Meeting Date: 05/21/2020
 Country: USA
 Primary Security ID: 493267108
 Meeting ID: 1416255

 Record Date: 03/27/2020
 Meeting Type: Annual
 Ticker: KEY

 Primary CUSIP: 493267108
 Primary SEDOL: 2490911
 Proxy Level: 3

Shares Voted: 4,593 Votable Shares: 4,593 \*Shares on Loan: 0 Shares Instructed: 4,593

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 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	at least 30 pe	ercent diversity.							
1.2	Elect Director Gary M. Crosby	Mgmt	Yes	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 Alexander M. Cutler	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.4	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						
1.5	Elect Director Elizabeth R. Gile	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 Ruth Ann M. Gillis	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.							
1.7	Elect Director Christopher M. Gorman	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.							
1.8	Elect Director Carlton L. Highsmith	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.							
1.9	Elect Director Richard J. Hipple	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.							
1.10	Elect Director Kristen L. Manos	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.							
1.11	Elect Director Barbara R. Snyder	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.							
1.12	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	at least 30 pe	ercent diversity.							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this item is warrante purposes.	ed because no	ne of the fe	es paid to the a	auditor are for non-audit							

purposes.



## **KeyCorp**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is war	ranted, as pay	and perfor	mance are reas	onably aligned	d at this time.				
4	Reduce Ownership Threshold Shareholders to Call Special M		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote meetings.	FOR this proposal is war	ranted as it w	ould enhand	ce the existing s	shareholder rig	aht to call specia	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	04/23/2020	Auto-Approved	04/23/2020		4,593	4,593
								Total Shares:		4,593	4,593

#### **Lear Corporation**

Meeting Date: 05/21/2020	Country: USA	Primary Se	curity ID: 521865204	Meeting ID: 1417163
<b>Record Date:</b> 03/27/2020	Meeting Type: Annual	Ticker: LEA		
<b>Primary CUSIP:</b> 521865204	<b>Primary ISIN:</b> US5218652049	Primary SED	<b>OL:</b> B570P91	Proxy Level: 3
	Shares Voted: 2	Votable Shares: 2	*Shares on Loan: 0	Shares Instructed: 2
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 Thomas P. Capo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and raci	ial diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1b	Elect Director Mei-Wei Cheng	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and race	ial diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1c	Elect Director Jonathan F. Foster	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 gender	
1d	Elect Director Mary Lou Jepsen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and raci	ial diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1e	Elect Director Kathleen A. Ligocki	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and race	ial diversity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
lf	Elect Director Conrad L. Mallett, Jr.	Mgmt	Yes	For	For	For	For



## **Lear Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1g	Elect Director Raymond E. Sco	tt	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	s gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	/.				
1h	Elect Director Gregory C. Smit	h	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	s gender and racial div	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	/.				
2	Ratify Ernst & Young LLP as A	uditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warra	nted because or	nly 19.78 pe	ercent of the fee	es paid to the a	auditor are for				
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 w	arranted as pay	and perform	mance are reas	onably aligned	at this time.			-	
4	Report on Human Rights Impa	act Assessment	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote additional information concerning	, ,		•							
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	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/07/2020	Auto-Approved	05/07/2020		2	2
								Total Shares		2	2

## **McDonald's Corporation**

Meeting Date: 05/21/2020 Record Date: 03/23/2020	•		Primary Security ID: Ticker: MCD	580135101	<b>Meeting ID:</b> 1419723	
Primary CUSIP: 580135101	Primary ISIN: US5801351017		Primary SEDOL: 255070	7	Proxy Level: 3	
Total Ballots: 1	Shares Voted: 945 Voting Policy: UUA	Votable Shares	<b>:</b> 945	*Shares on Loan: 0	Shares Instructed: 945	

rotar ban	out 1 Totally Follows						
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Lloyd Dean	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial div	versity on the bo	pard. There is	s at least 30 p	ercent diversity.		
1b	Elect Director Robert Eckert	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	gender	
1c	Elect Director Catherine Engelbert	Mgmt	Yes	For	For	For	For
	Vating Policy Potionals, There is gonden and region di	consitut on the h	and Thorni	a at lagat 20 m	anant divaraity		

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



## **McDonald's Corporation**

D			W-t-bl-			Washa -	W-4-
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1d	Elect Director Margaret Georgiadis	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 Enrique Hernandez, 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.		
1f	Elect Director Christopher Kempczinski	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 Richard Lenny	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 John Mulligan	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 Sheila Penrose	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 John Rogers, Jr.	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	iblic companies.There is gende	er	
1k	Elect Director Paul Walsh	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	iblic companies.There is gende	er	
11	Elect Director Miles White	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 gende	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 warn review, and no problematic pay practices have been idea		and perform	nance are reaso	onably aligned for the year in		
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 5.60 perc	ent of the fees	paid to the auditor are for		
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 warranted.		
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 warn	ranted as it wo	ould further	enhance the ex	xisting shareholder right to cal	//	



#### **McDonald's Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Report on Sugar and Public Health	SH	Yes	Against	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons:- Additional disclosure would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related the use of sugar;- Disclosure of the requested information would serve to provide greater assurance to shareholders that the firm's initiatives and practices sufficiently guard against potential financial, litigation and operational risks to the firm; and- Implementing the proposal should not be an unduly burdensome or prohibitively costly endeavor for the company to undertake.

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2020	Auto-Approved	05/07/2020	945	945
						Total Shares:	945	945

#### **Morgan Stanley**

Total Ballots: 2	Shares Voted: 2,676 Voting Policy: UUA	Votable Shares: 2,676	*Shares on Loan: 0	Shares Instructed: 2,676
Primary CUSIP: 617446448	mary CUSIP: 617446448 Primary ISIN: US6174464486		L: 2262314	Proxy Level: 3
Record Date: 03/23/2020 Meeting Type: Annual T		Ticker: MS		
Meeting Date: 05/21/2020	Country: USA	Primary Secu	ırity ID: 617446448	<b>Meeting ID:</b> 1416463

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Elizabeth Corley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and	racial diversity on the b	oard. There is	s at least 30 p	percent diversity.		
1b	Elect Director Alistair Darling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and	racial diversity on the b	oard. There is	s at least 30 p	percent diversity.		
1c	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is empl and racial diversity on the board. There is at	•		more than 2 p	public companies.The	re is gender	
1d	Elect Director James P. Gorman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and	racial diversity on the b	oard. There is	s at least 30 p	percent diversity.		
1e	Elect Director Robert H. Herz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is empl and racial diversity on the board. There is at			more than 2 p	public companies.The	re is gender	
1f	Elect Director Nobuyuki Hirano	Mgmt	Yes	For	For	Against	Against

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



#### **Morgan Stanley**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1g	Elect Director Stephen J. Luczo	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	
1h	Elect Director Jami Miscik	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.		
1i	Elect Director Dennis M. Nally	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.		
1j	Elect Director Takeshi Ogasawara	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.		
1k	Elect Director Hutham S. Olayan	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.		
11	Elect Director Mary L. Schapiro	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 Perry M. Traquina	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.		
1n	Elect Director Rayford Wilkins, Jr.	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.		
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrants non-audit purposes.	ed because on	ly 1.60 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 warn in determining total executive pay continues to raise sor review, largely given that the use of discretion has not r in review. In addition, the assessments used to guide pa	me concern. H esulted in a qu	owever, the	se concerns are ay-for-perform	e mitigated for the year in ance misalignment for the yea	ar	

**Ballot Details** 

company performance become misaligned.

Institutional Account Detail (IA Name, 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	05/01/2020	Auto-Approved	05/01/2020	2,571	2,571
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/01/2020	Auto-Approved	05/01/2020	105	105
						Total Shares:	2,676	2,676

bulk of total CEO pay consists of performance-based equity awards, which utilize multi-year measurement periods with forward-looking goals disclosed. Shareholders are advised to monitor incentive pay structures and outcomes moving forward, as the pay program's heavy reliance on discretion may be called into question in the future, particularly should CEO pay and



#### **Morgan Stanley**

#### NextEra Energy, Inc.

Primary Security ID: 65339F101 **Meeting ID:** 1416464 **Meeting Date:** 05/21/2020 Country: USA **Record Date:** 03/23/2020 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 Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Sherry S. Barrat	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.		
1b	Elect Director James L. Camaren	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 Kenneth B. Dunn	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 Naren K. Gursahaney	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.		
1e	Elect Director Kirk S. Hachigian	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.		
1f	Elect Director Toni Jennings	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 Amy B. Lane	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 David L. Porges	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.		
1i	Elect Director James L. Robo	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 gende	er	
1j	Elect Director Rudy E. Schupp	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 John L. Skolds	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.		
11	Elect Director William H. Swanson	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.		



## **NextEra Energy, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1m	Elect Director Darryl L. Wilson	1	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 Deloitte & Touche LLP	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 2.25 per	cent of the fees	s paid to the au	uditor are for				
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 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.		-								
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 abii	lity 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
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/01/2020	Auto-Approved	05/01/2020		200	200
								Total Shares	. —	200	200

#### **OGE Energy Corp.**

Meeting Date: 05/21/2020 Record Date: 03/23/2020	Country: USA Meeting Type: Annual		Primary Security ID Ticker: OGE	: 670837103	Meeting ID: 1418715
Primary CUSIP: 670837103	<b>Primary ISIN:</b> US6708371033		Primary SEDOL: 265780	)2	Proxy Level: 3
	Shares Voted: 5,171	Votable Shares	: 5,171	*Shares on Loan: 0	Shares Instructed: 5,171
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 Frank A. Bozich	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is of	liverse.					
1b	Elect Director James H. Brandi	Mgmt	Yes	For	For	Against	Against

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



## **OGE Energy Corp.**

Institutional Account Detail

Rhumbline Custom S&P Index, 6728029082

(IA Name, IA Number)

Proposal			Votable			Voting	Vote
Number	Proposal Text	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Instruct
1c	Elect Director Peter D. Clarke	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1d	Elect Director Luke R. Corbett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1e	Elect Director David L. Hauser	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1f	Elect Director Judy R. McReynolds	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1g	Elect Director David E. Rainbolt	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1h	Elect Director J. Michael Sanner	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1i	Elect Director Sheila G. Talton	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		
1j	Elect Director Sean Trauschke	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante purposes.	ed because no	ne of the fe	es paid to the a	auditor are for non-audit		
3	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		
4	Eliminate Supermajority Voting Provisions	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 su	permajority vote requirement		
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
Ballot D	Voting Policy Rationale: A vote FOR this proposal is ward shareholder rights.  etails	ranted given t	hat the abili	ty to act by wn	itten consent would enhance		

**Ballot Status** 

Confirmed

Custodian

6728029082

**Account Number** 

Instructor

Auto-Instructed

Name

Approver

Auto-Approved

Approved

05/08/2020

**Total Shares:** 

Votable Shares

5,171

5,171

**Shares Voted** 

5,171

5,171

Instructed

05/08/2020



#### **OGE Energy Corp.**

#### Southwest Airlines Co.

Meeting Date: 05/21/2020 Country: USA Primary Security ID: 844741108 Meeting ID: 1419277 Ticker: LUV Record Date: 03/25/2020 Meeting Type: Annual **Primary CUSIP: 844741108** Primary ISIN: US8447411088 Primary SEDOL: 2831543 Proxy Level: 2 Shares Voted: 481 Votable Shares: 481 \*Shares on Loan: 0 **Shares Instructed:** 481 Total Ballots: 1 Voting Policy: UUA

Proposal Votable Voting Vote Number Proposal Text Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director David W. Biegler 1a Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1b Elect Director J. Veronica Biggins Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Douglas H. Brooks 1c For For Against Against Yes Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director William H. Cunningham 1d 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 John G. Denison Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1f Elect Director Thomas W. Gilligan For Against For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1g Elect Director Gary C. Kelly Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1h Elect Director Grace D. Lieblein Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1i Elect Director Nancy B. Loeffler Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1j Elect Director John T. Montford Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director Ron Ricks Against For Against Yes For Voting Policy Rationale: Less than 30% of the board is diverse. 2 Advisory Vote to Ratify Named Executive Yes For For For For Mamt Officers' Compensation

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



#### **Southwest Airlines Co.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
3	Ratify Ernst & Young LLP as A	Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warran	ted because or	aly 9.39 perd	cent of the fees	paid to the au	uditor are for				
4	Require Independent Board C	Chair	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote board.	FOR this proposal is wa	rranted given t	the importar	nce of having an	n independent	chairman of the	9			
5	Provide Right to Act by Writte	en Consent	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote notably a robust special meetin written consent.						•				
6	Report on Lobbying Payments	s and Policy	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote practices and policies, such as related risks.		-		-		-				
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	05/06/2020	Auto-Approved	05/06/2020		481	481
								Total Shares		481	481

# **Telephone and Data Systems, Inc.**

Meeting Date: 05/21/2020 Record Date: 03/27/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: TDS	879433829	<b>Meeting ID:</b> 1418716
Primary CUSIP: 879433829	<b>Primary ISIN:</b> US8794338298		Primary SEDOL: B6YR5K	3	Proxy Level: 3
	Shares Voted: 614	Votable Shares	: 614	*Shares on Loan: 0	Shares Instructed: 614
Total Ballots: 1	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Clarence A. Davis	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indepe	endent.					
1.2	Elect Director George W. Off	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indepe	endent.					
1.3	Elect Director Wade Oosterman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority indepe	endent.					



#### **Telephone and Data Systems, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.4	Elect Director Gary L. Sugarma	n	Mgmt	Yes	For	For		Withhold	Withhol	d	
	Voting Policy Rationale: The boo	ard is not majority ind	ependent.								
2	Ratify PricewaterhouseCoopers	LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote in non-audit purposes.	FOR this item is warra	nted because le	ss than one	percent of the	fees paid to th	ne auditor are fo	or			
3	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	on the Equity Plan Sco	recard evaluatio	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		
	Voting Policy Rationale: A vote	FOR this proposal is w	varranted as pay	and perfori	mance are reas	onably aligned	at this time.				
5	Approve Recapitalization Plan Have One-vote per Share	for all Stock to	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote is would promote accountability to			-			vote per share				
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	05/01/2020	Auto-Approved	05/01/2020		614	614
								Total Shares		614	614

#### The Home Depot, Inc.

Meeting Date: 05/21/2020 Record Date: 03/23/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: HD	<b>urity ID:</b> 437076102	Meeting ID: 1417084
Primary CUSIP: 437076102	<b>Primary ISIN:</b> US4370761029	Primary SEDO	<b>DL:</b> 2434209	Proxy Level: 3
	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 boo	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 boo	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 boa	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.



#### The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1d	Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For	Against	Against
Iu	Voting Policy Rationale: The nominee is employed for	ull-time and sits or	n boards at i				Against
4-	and racial diversity on the board. There is at least 3			F	F	F	F
1e	Elect Director J. Frank Brown	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 Albert P. Carey	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 Helena B. Foulkes	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 Linda R. Gooden	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.		
1i	Elect Director Wayne M. Hewett	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 Manuel Kadre	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed fi and racial diversity on the board. There is at least 3			more than 2 p	ublic companies.There is g	gender	
1k	Elect Director Stephanie C. Linnartz	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 Craig A. Menear	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	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warn non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: After a review of the compa warranted, as pay is reasonably aligned with perform	, ,	, ,	nd practices, a	a vote FOR this proposal is	5	
4	Amend Shareholder Written Consent Provisions	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: Although written consent is to be set in order to prevent potential abuse. Elimin consent process, as suggested by the proponent, of	ating the ownersh	ip threshold	to set a recor	d date to initiate the writt	en	
	interests and company resources, as any holder won vote AGAINST this proposal is warranted.		•	•	-		
5	Prepare Employment Diversity Report and Report on Diversity Policies	SH	Yes	Against	For	For	For



#### The Home Depot, Inc.

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instructi	ion	
6	Adopt Share Retention Policy Executives	For Senior	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote proponent may better address shareholder value.			-	-		•	1			
7	Report on Congruency Politic Electioneering Expenditures	al Analysis and	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A reco shareholders in order to help to communication expenditures.	•	,	•	, ,						
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	05/11/2020	Auto-Approved	05/11/2020		524	524
								Total Shares	: ====	524	524

Votable

Voting

Vote

**Meeting ID:** 1418440

#### **The Mosaic Company**

Country: USA

Meeting Date: 05/21/2020

Record	Date: 03/24/2020	Meeting Type: Ann	ual		Ticker:	MOS				
Primary (	CUSIP: 61945C103	Primary ISIN: US6194	5C1036		Primary	SEDOL: B3NPHP6	5			Proxy Level: 3
		Shares Voted: 1,241		Votable Sh	nares: 1,241		*Shares on Loai	<b>n:</b> 0		Shares Instructed: 1,241
otal Bal	ots: 1	Voting Policy: UUA								
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion
1a	Elect Director Cheryl K. Beebe		Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: There is	s gender and racial dive	rsity on the bo	ard. There is	s at least 30 p	ercent diversity.				
1b	Elect Director Oscar P. Bernard	des	Mgmt	Yes	For	For		Against	Against	
1b	Elect Director Oscar P. Bernard Voting Policy Rationale: The nor and racial diversity on the board	minee is employed full-ta	ime and sits of	n boards at i					Against	
1b 1c	Voting Policy Rationale: The nor	minee is employed full-t. d. There is at least 30 pe	ime and sits of	n boards at i			.There is gender		Against	
	Voting Policy Rationale: The nor and racial diversity on the board	minee is employed full-t. d. There is at least 30 pe r	ime and sits or ercent diversity	n boards at i /. Yes	more than 2 po	ublic companies.	.There is gender			
	Voting Policy Rationale: The nor and racial diversity on the board Elect Director Nancy E. Cooper	minee is employed full-t. d. There is at least 30 pe r	ime and sits or ercent diversity	n boards at i /. Yes	more than 2 po	ublic companies.	.There is gender			
1c	Voting Policy Rationale: The nor and racial diversity on the board Elect Director Nancy E. Cooper Voting Policy Rationale: There is	minee is employed full-t d. There is at least 30 pe r s gender and racial diver	ime and sits or ercent diversity Mgmt rsity on the bo	n boards at i v. Yes ard. There is	For s at least 30 p	For  For  For  For  For	.There is gender	For	For	

Primary Security ID: 61945C103



#### **The Mosaic Company**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1f	Elect Director Denise C. Johnson	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and i	racial diversity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>'</i> .				
1g	Elect Director Emery N. Koenig	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and i	racial diversity on the bo	ard. There is	s at least 30 pe	ercent diversity	′.				
1h	Elect Director James 'Joc' C. O'Rourke	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and i	racial diversity on the bo	ard. There is	s at least 30 pe	ercent diversity	<i>.</i>				
1i	Elect Director David T. Seaton	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and i	racial diversity on the bo	ard. There is	s at least 30 pe	ercent diversity	:				
1j	Elect Director Steven M. Seibert	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and i	racial diversity on the bo	ard. There is	s at least 30 pe	ercent diversity	:				
1k	Elect Director Luciano Siani Pires	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and i	racial diversity on the bo	ard. There is	s at least 30 pe	ercent diversity	:				
11	Elect Director Gretchen H. Watkins	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and i	racial diversity on the bo	ard. There is	s at least 30 pe	ercent diversity	:				
1m	Elect Director Kelvin W. Westbrook	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominee is emplorated and racial diversity on the board. There is at t	•		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: A vote FOR this item non-audit purposes.	is warranted because on	aly 8.80 perc	ent of the fees	paid to the au	uditor are for				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Support FOR this pro	posal is warranted as pa	y and perfor	mance are rea	sonably aligne	d at this time.				
4	Provide Right to Act by Written Consent	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOR this propostareholder rights.	osal is warranted given t	hat the abili	ty to act by wr	itten consent v	vould enhance				
Ballot D										
	nal Account Detail Custodian e, IA Number) Account Nu	ımber 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	05/01/2020	Auto-Approved	05/01/2020		1,241	1,241

Total Shares:

1,241

1,241



# The Travelers Companies, Inc.

Meeting Date: 05/21/2020Country: USAPrimary Security ID: 89417E109Meeting ID: 1416354Record Date: 03/24/2020Meeting Type: AnnualTicker: TRV

 Primary CUSIP: 89417E109
 Primary ISIN: US89417E1091
 Primary SEDOL: 2769503
 Proxy Level: 3

Shares Voted: 341 Votable Shares: 341 \*Shares on Loan: 0 Shares Instructed: 341

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 divers	sity on the boo	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 divers	sity on the boo	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 divers	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 divers	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 divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1f	Elect Director Elizabeth E. Robinson	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 Philip T. (Pete) Ruegger, 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.		
1h	Elect Director Todd C. Schermerhorn	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.		
<b>1</b> i	Elect Director Alan D. Schnitzer	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 Donald J. Shepard	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.		
1k	Elect Director Laurie J. Thomsen	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.		
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante	ed because on	ly 1.53 perc	ent of the fees	paid to the auditor are for		

Voting Policy Rationale: A vote FOR this item is warranted because only 1.53 percent of the fees paid to the auditor are for non-audit purposes.



## The Travelers Companies, Inc.

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction		
3	Advisory Vote to Ratify Named E Officers' Compensation	executive	Mgmt	Yes	For	For		For	For		
Ballot D	Voting Policy Rationale: A vote FC reasonably aligned at this time.	OR this proposal is warr	anted. Althou	gh concerns	s are noted, pa	y and perform	ance are				
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Vota	ble Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/29/2020	Auto-Approved	04/29/2020		341	341
								Total Shares		341	341

Voting

Vote

Votable

## **VEREIT, Inc.**

Proposal

Meeting Date: 05/21/2020 Record Date: 03/27/2020	•		curity ID: 92339V100	Meeting ID: 1418115
Primary CUSIP: 92339V100	ISIP: 92339V100 Primary ISIN: US92339V1008		DL: BYVVTJ1	Proxy Level: 3
	Shares Voted: 446	Votable Shares: 446	*Shares on Loan: 0	Shares Instructed: 446
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 Glenn J. Rufrano	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the bo	ard. There is	s at least 30 p	percent diversity.		
1b	Elect Director Hugh R. Frater	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the bo	ard. There is	s at least 30 p	percent diversity.		
1c	Elect Director David B. Henry	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the bo	ard. There is	s at least 30 p	percent diversity.		
1d	Elect Director Mary Hogan Preusse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the bo	ard. There is	s at least 30 p	percent diversity.		
1e	Elect Director Richard J. Lieb	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	oublic companies.There	e is gender	
1f	Elect Director Mark S. Ordan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and ra	acial diversity on the bo	ard. There is	s at least 30 p	percent diversity.		
1g	Elect Director Eugene A. Pinover	Mgmt	Yes	For	For	For	For

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



#### **VEREIT, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
1h	Elect Director Julie G. Richards	son	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 Deloitte & Touche LLP a	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote in non-audit purposes.	FOR this item is warrant	ed because le	ss than one	percent of the	fees paid to th	e auditor are fo	r			
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	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	at this time.				
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	NNUAL say-on	-pay freque	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	,	Votable Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/04/2020	Auto-Approved	05/04/2020		446	446
								Total Shares:		446	446

#### Voya Financial, Inc.

Meeting Date: 05/21/2020 Record Date: 03/23/2020	Country: USA Meeting Type: Annual		Primary Security ID: 929089100 Ficker: VOYA	Meeting ID: 1418116
Primary CUSIP: 929089100	<b>Primary ISIN:</b> US9290891004	ı	Primary SEDOL: BKWQ2N2	Proxy Level: 3
Total Ballots: 1	Shares Voted: 565 Voting Policy: UUA	Votable Shares: 5	*Shares on Loan: 0	Shares Instructed: 565

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Lynne Biggar	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	t least one mind	ority director				
1b	Elect Director Jane P. Chwick	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at	t least one mind	ority director				
1c	Elect Director Kathleen DeRose	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include a	t least one mind	ority director				
1d	Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	Against	Against

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



#### **Voya Financial, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction		
1e	Elect Director J. Barry Griswel	I	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	least one mind	rity director	:						
1f	Elect Director Rodney O. Mart	in, Jr.	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	least one mind	rity director							
1g	Elect Director Byron H. Pollitt,	Jr.	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	least one mino	rity director	:						
1h	Elect Director Joseph V. Tripo	di	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	least one mino	rity director	:						
1i	Elect Director David Zwiener		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	least one mind	rity director	:						
2	Advisory Vote to Ratify Named 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 reas	onably aligned	at this time.				
3	Ratify Ernst & Young LLP as A	uditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 7.83 perd	cent of the fees	s paid to the au	uditor are for				
4	Advisory Vote on Say on Pay	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	ency is warrante	ed.					
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	Vota	ole Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/09/2020	Auto-Approved	05/09/2020		565	565
								Total Shares:		565	565

## **White Mountains Insurance Group, Ltd.**

Elect Director G. Manning Rountree

1.1

Meeting Date: 05/21/2020 Record Date: 04/01/2020	Country: Bermuda Meeting Type: Annual	Primary Securi Ticker: WTM	ty ID: G9618E107	Meeting ID: 1418117
Primary CUSIP: G9618E107	Primary ISIN: BMG9618E1075	Primary SEDOL: 2	2339252	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 18 Voting Policy: UUA	Votable Shares: 18	*Shares on Loan: 0	Shares Instructed: 18
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS Re	Voting ec Policy Rec	Vote Instruction

Yes

Mgmt

For

For

Withhold

Withhold



Meeting ID: 1418530

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **White Mountains Insurance Group, Ltd.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
	Voting Policy Rationale: The bo	pard does not include at	t least one mind	ority director	r.Less than 30%	6 of the board	is diverse.				
1.2	Elect Director Mary C. Choksi		Mgmt	Yes	For	For		Withhold	Withhold	I	
	Voting Policy Rationale: The bo	ard does not include at	t least one mind	ority director	r.Less than 30%	6 of the board	is diverse.				
2	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although a concern is noted, a reasonably aligned at this time.		a vote FOR this	proposal is	warranted as p	pay and perfori	mance are				
3	Ratify PricewaterhouseCooper Auditors	s LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrai	nted because o	nly 7.70 per	cent of the fees	s paid to the a	uditor are for				
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	04/28/2020	Auto-Approved	04/28/2020		18	18
								Total Shares	<u></u>	18	18
					•						-

# **Xerox Holdings Corporation**

Country: USA

Meeting Date: 05/21/2020

Record I	Date: 03/27/2020	Meeting Type: Annu	ual		Ticker:	XRX		
Primary C	CUSIP: 98421M106	Primary ISIN: US9842	1M1062		Primary	SEDOL: BJJD5G3		Proxy Level: 3
		Shares Voted: 191		Votable Si	hares: 191	*Shares on Lo	<b>an:</b> 0	Shares Instructed: 191
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 Keith Cozza		Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less that than 2 public companies.	an 30% of the board is o	diverse.The no	ominee is en	nployed full-tim	ne and sits on boards at more		
1.2	Elect Director Jonathan Christo	odoro	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Less that than 2 public companies. Votes of Krongard, and Scott Letier are we proposal. While the board engageroxy statement, it is not clear to	AGAINST members of th varranted, in light of the ged with shareholders fo	e compensation committee's a collowing the ar	on committe insufficient i nnual meetii	ree Jonathan Ch response to las ng, and disclose	ristodoro, Cheryl Gordon it year's failed say-on-pay ed the feedback received in the	е	
1.3	Elect Director Joseph J. Echeva	arria	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less that	an 30% of the board is o	diverse.					

**Primary Security ID:** 98421M106



#### **Xerox Holdings Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.4	Elect Director Nicholas Graziano	)	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less that than 2 public companies.	n 30% of the board is o	diverse.The no	ominee is en	nployed full-tim	ne and sits on L	boards at more				
1.5	Elect Director Cheryl Gordon Kr	ongard	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: Less tha Jonathan Christodoro, Cheryl Go to last year's failed say-on-pay p disclosed the feedback received executive compensation practice	rdon Krongard, and Sco roposal. While the boal in the proxy statement,	ott Letier are v rd engaged wi	warranted, ii ith sharehold	n light of the co ders following t	ommittee's insu he annual mee	ıfficient respons ting, and	e			
1.6	Elect Director Scott Letier		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: Less tha Jonathan Christodoro, Cheryl Go to last year's failed say-on-pay p disclosed the feedback received executive compensation practice	rdon Krongard, and Sco roposal. While the boal in the proxy statement,	ott Letier are v rd engaged wi	warranted, ii ith sharehold	n light of the co ders following t	ommittee's insu he annual mee	ıfficient respons ting, and	e			
1.7	Elect Director Giovanni ('John')	Visentin	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less tha	n 30% of the board is o	diverse.								
2	Ratify PricewaterhouseCoopers Auditors	LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F purposes.	OR this item is warrant	ed because no	one of the fe	ees paid to the	auditor are for	non-audit				
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote A say-on-pay proposal, the compar expanded its shareholder engage compensation practices to addre	ny engaged with sharel ement program, it does	holders and di not appear to	sclosed the	feedback recei	ved. While the	board has				
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based or	n the Equity Plan Score	card evaluatio	n (EPSC), a	vote FOR this	proposal is wai	rranted.				
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	05/11/2020	Auto-Approved	05/11/2020		191	191
								Total Shares		191	191
								Total Shares		191	

#### **Coherus BioSciences, Inc.**

 Meeting Date: 05/22/2020
 Country: USA
 Primary Security ID: 19249H103
 Meeting ID: 1417358

 Record Date: 03/31/2020
 Meeting Type: Annual
 Ticker: CHRS

 Primary CUSIP: 19249H103
 Primary ISIN: US19249H1032
 Primary SEDOL: BRK0149
 Proxy Level: 3



#### **Coherus BioSciences, Inc.**

otal Balle	ots: 1	Shares Voted: 2,743 Voting Policy: UUA		Votable S	<b>hares:</b> 2,743		*Shares on Lo	<b>an:</b> 0	Share	es Instructed: 2	,743
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction		
1.1	Elect Director Dennis M. Lanf	ear	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: Less to	han 30% of the board is	s diverse.								
1.2	Elect Director Mats Wahlstron	n	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: Less to	han 30% of the board is	s diverse.								
1.3	Elect Director James I. Healy		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: Less to boards at more than '5' public		s diverse.The no	ominee is re	tired from activ	e employment	and sits on				
2	Ratify Ernst & Young LLP as	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal to ra	atify the auditor	is warrante	d.						
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoureasonably aligned at this time	-	noted, a vote FC	OR this prop	osal is warrante	ed as pay and	performance are	e			
Ballot D	Petails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	Vota	ble Shares	Shares Voted
WCM Inve	estment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	04/30/2020	Auto-Approved	04/30/2020		2,743	2,743
								Total Shares		2,743	2,743

## **Flowserve Corporation**

Meeting Date: 05/22/2020 Record Date: 03/27/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: FLS	34354P105	<b>Meeting ID:</b> 1419646
Primary CUSIP: 34354P105	<b>Primary ISIN:</b> US34354P1057		Primary SEDOL: 2288406	j	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 Instructi
1a	Elect Director R. Scott Rowe	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 Sujeet Chand	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.		



## **Flowserve Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1c	Elect Director Ruby R. Chandy	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 Gayla J. Delly	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 Roger L. Fix	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 R. Friedery	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.		
1g	Elect Director John L. Garrison	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 Michael C. McMurray	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 David E. Roberts	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is v	varranted, as pay	and perfori	mance are rea	sonably aligned at this time.		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrannon-audit purposes.	anted because or	aly 3.75 perc	ent of the fee	s paid to the auditor are for		
4	Amend Certificate of Incorporation to Allow Shareholder Action by Less than Unanimous Written Consent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is with improvement over the status quo, and the restriction meetings convened by shareholders, and appear to be company.	s on the use of t	he right are	consistent wit	h those applicable to special		
5	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	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	05/07/2020	Auto-Approved	05/07/2020	100	100
						Total Shares:	100	100



**Meeting ID:** 1414484

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### **Flowserve Corporation**

Meeting Date: 05/22/2020

# **Old Republic International Corporation**

Country: USA

rimary CUSIP: 680223104		<b>Primary ISIN:</b> US6802231042			Primary	<b>SEDOL:</b> 2659109		Proxy Level: 3	
otal Ball	ots: 1	Shares Voted: 3,800 Voting Policy: UUA		Votable Si	hares: 3,800	*Share:	s on Loan: 0	Shares Instructed: 3,80	
roposal umber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.1	Elect Director Charles J. Kovale	ski	Mgmt	Yes	For	Withhold	Withhold	Withhold	
	Voting Policy Rationale: WITHHC has not been ratified by shareho lack of responsiveness to shareh minority director after the election	lders. WITHHOLD votes olders' concerns.Less tl	s are warrante	ed for all inco	umbent directo	r nominees due to an o	ngoing		
1.2	Elect Director Craig R. Smiddy		Mgmt	Yes	For	Withhold	Withhold	Withhold	
	Voting Policy Rationale: WITHHC has not been ratified by shareho lack of responsiveness to shareh	lders. WITHHOLD votes olders' concerns.Less tl	s are warrante	ed for all inco	umbent directo	r nominees due to an o	ngoing		
	minority director after the election	77.							
1.3	minority director after the election  Elect Director Arnold L. Steiner	<i></i>	Mgmt	Yes	For	Withhold	Withhold	Withhold	
1.3	·	OLD votes are warranted Iders. WITHHOLD votes Olders' concerns.Less th	d for all direct are warrante	or nominees ed for all inco	s for maintainin umbent directo	g a long-term poison pi r nominees due to an o	ll that ngoing	Withhold	
	Elect Director Arnold L. Steiner  Voting Policy Rationale: WITHHO has not been ratified by shareho lack of responsiveness to shareho	DLD votes are warranted Iders. WITHHOLD votes olders' concerns.Less th nn.	d for all direct are warrante	or nominees ed for all inco	s for maintainin umbent directo	g a long-term poison pi r nominees due to an o	ll that ngoing	Withhold	
	Elect Director Arnold L. Steiner  Voting Policy Rationale: WITHHC has not been ratified by shareho lack of responsiveness to shareh minority director after the election	DLD votes are warranted Iders. WITHHOLD votes olders' concerns.Less th In. DLD votes are warranted Iders. WITHHOLD votes olders' concerns.Less th	d for all direct s are warrante nan 30% of th Mgmt d for all direct s are warrante	or nominees  of for all incu  ne board is a  Yes  or nominees  of for all incu	s for maintainir umbent directo liverse. The boa For s for maintainir umbent directo	g a long-term poison pi r nominees due to an o rd does not include at la Withhold g a long-term poison pi r nominees due to an o	If that Ingoing East one Withhold If that Ingoing		
1.4	Elect Director Arnold L. Steiner  Voting Policy Rationale: WITHHO has not been ratified by shareho lack of responsiveness to shareh minority director after the election Elect Director Fredricka Taubitz  Voting Policy Rationale: WITHHO has not been ratified by shareho lack of responsiveness to shareho	DLD votes are warranted Iders. WITHHOLD votes olders' concerns.Less th In. DLD votes are warranted Iders. WITHHOLD votes olders' concerns.Less th	d for all direct s are warrante nan 30% of th Mgmt d for all direct s are warrante	or nominees  of for all incu  ne board is a  Yes  or nominees  of for all incu	s for maintainir umbent directo liverse. The boa For s for maintainir umbent directo	g a long-term poison pi r nominees due to an o rd does not include at la Withhold g a long-term poison pi r nominees due to an o	If that Ingoing East one Withhold If that Ingoing		
1.4	Elect Director Arnold L. Steiner  Voting Policy Rationale: WITHHC has not been ratified by shareho lack of responsiveness to shareh minority director after the election Elect Director Fredricka Taubitz  Voting Policy Rationale: WITHHC has not been ratified by shareho lack of responsiveness to shareh minority director after the election	OLD votes are warranted ders. WITHHOLD votes olders' concerns.Less than.  OLD votes are warranted ders. WITHHOLD votes olders' concerns.Less than.  OLD votes are warranted ders. WITHHOLD votes are warranted ders. WITHHOLD votes olders' concerns.Less than.	d for all direct s are warrante nan 30% of th  Mgmt d for all direct s are warrante nan 30% of th  Mgmt  d for all direct s are warrante s are warrante s are warrante	Yes  or nominees  or nominees  or nominees  or do all incu  yes  or nominees  or so all incu  yes  or nominees  or nominees	For maintainir umbent directo liverse. The boa  For maintainir umbent directo liverse. The boa  For  For  For  For maintainir umbent directo	g a long-term poison pir nominees due to an ord does not include at le Withhold  g a long-term poison pir nominees due to an ord does not include at le Withhold  g a long-term poison pir nominees due to an ord does not include at le Withhold	Withhold  Withhold  Withhold  Withhold  Withhold	Withhold	
1.4	Elect Director Arnold L. Steiner  Voting Policy Rationale: WITHHC has not been ratified by shareho lack of responsiveness to shareh minority director after the electic  Elect Director Fredricka Taubitz  Voting Policy Rationale: WITHHC has not been ratified by shareho lack of responsiveness to shareh minority director after the electic  Elect Director Aldo C. Zucaro  Voting Policy Rationale: WITHHC has not been ratified by shareho lack of responsiveness to shareho lack of responsiveness to shareho	OLD votes are warranted ders. WITHHOLD votes olders' concerns.Less than.  OLD votes are warranted ders. WITHHOLD votes olders' concerns.Less than.  OLD votes are warranted ders. WITHHOLD votes are warranted ders. WITHHOLD votes olders' concerns.Less than.	d for all direct s are warrante nan 30% of th  Mgmt d for all direct s are warrante nan 30% of th  Mgmt  d for all direct s are warrante s are warrante s are warrante	Yes  or nominees  or nominees  or nominees  or do all incu  yes  or nominees  or so all incu  yes  or nominees  or nominees	For maintainir umbent directo liverse. The boa  For maintainir umbent directo liverse. The boa  For  For  For  For maintainir umbent directo	g a long-term poison pir nominees due to an ord does not include at le Withhold  g a long-term poison pir nominees due to an ord does not include at le Withhold  g a long-term poison pir nominees due to an ord does not include at le Withhold	Withhold  Withhold  Withhold  Withhold  Withhold	Withhold	
1.4	Elect Director Arnold L. Steiner  Voting Policy Rationale: WITHHC has not been ratified by shareho lack of responsiveness to shareh minority director after the election Elect Director Fredricka Taubitz  Voting Policy Rationale: WITHHC has not been ratified by shareho lack of responsiveness to shareh minority director after the election Elect Director Aldo C. Zucaro  Voting Policy Rationale: WITHHC has not been ratified by shareho lack of responsiveness to shareh minority director after the election	OLD votes are warranted ders. WITHHOLD votes olders' concerns.Less than.  OLD votes are warranted ders. WITHHOLD votes olders' concerns.Less than.  OLD votes are warranted ders. WITHHOLD votes olders' concerns.Less than.	d for all direct s are warrante nan 30% of th  Mgmt d for all direct s are warrante nan 30% of th  Mgmt d for all direct s are warrante s are warrante s are warrante s are warrante nan 30% of th	Yes  To nominees  Yes  To nominees  To nominees  Yes  To nominees  To nominees	For maintainir umbent directo liverse. The boa  For For	g a long-term poison pir nominees due to an ord does not include at le Withhold  g a long-term poison pir nominees due to an ord does not include at le Withhold  g a long-term poison pir nominees due to an ord does not include at le rominees due to an ord does not include at le For	Withhold  Withhold  Withhold  Withhold  Withhold  Withhold  For	Withhold	

Primary Security ID: 680223104



# **Old Republic International 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	05/08/2020	Auto-Approved	05/08/2020	3,800	3,800
						Total Shares:	3,800	3,800

#### **Xcel Energy Inc.**

Meeting Date: 05/22/2020 Record Date: 03/25/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: XEL	curity ID: 98389B100	Meeting ID: 1418843
Primary CUSIP: 98389B100	<b>Primary ISIN:</b> US98389B1008	Primary SEDO	<b>DL:</b> 2614807	Proxy Level: 3
	Shares Voted: 130	Votable Shares: 130	*Shares on Loan: 0	Shares Instructed: 130
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Lynn Casey	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.		
1b	Elect Director Ben Fowke	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.		
1c	Elect Director Netha N. Johnson	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.		
1d	Elect Director George Kehl	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.		
1e	Elect Director Richard T. O'Brien	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	
<b>1</b> f	Elect Director David K. Owens	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.		
<b>1</b> g	Elect Director Christopher J. Policinski	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.		
1h	Elect Director James T. Prokopanko	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 A. Patricia Sampson	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.		



## **Xcel Energy Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1j	Elect Director James J. Sheppard		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity	:			-	
1k	Elect Director David A. Westerlun	d	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity	:			-	
11	Elect Director Kim Williams		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is g	ender and racial divers	sity on the boo	ard. There is	s at least 30 pe	ercent diversity	:			-	
1m	Elect Director Timothy V. Wolf		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	:			-	
1n	Elect Director Daniel Yohannes		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	kecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO. clearly disclosed targets, and gran	, ,			,	re-set objectiv	e measures with	7			
3	Ratify Deloitte & Touche LLP as A	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO. non-audit purposes.	R this item is warrante	ed because on	ly 2.59 perc	ent of the fees	paid to the au	iditor are for			-	
4	Report on Costs and Benefits of Climate-Related Activities		SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote AG shareholders to assess its strategic					rides sufficient	information for			-	
Ballot D	Ballot 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

#### Merck & Co., Inc.

Socially Responsible Investing, 6728029075

Meeting Date: 05/26/2020	Country: USA	Primary Security ID: 58933Y105	Meeting ID: 1417371
Record Date: 03/27/2020	Meeting Type: Annual	Ticker: MRK	
Primary CUSIP: 58933Y105	Primary ISIN: US58933Y1055	Primary SEDOL: 2778844	Proxy Level: 3

Auto-Instructed

05/04/2020

Auto-Approved

05/04/2020

Total Shares:

130

130

130

130

Confirmed

6728029075



## Merck & Co., Inc.

Shares Voted: 2,046 Votable Shares: 2,046 \*Shares on Loan: 0 Shares Instructed: 2,046

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 Leslie A. Brun	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.Ther	re is gender	
1b	Elect Director Thomas R. Cech	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 p	ercent diversity.		
1c	Elect Director Mary Ellen Coe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1d	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1e	Elect Director Kenneth C. Frazier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1f	Elect Director Thomas H. Glocer	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.Ther	re is gender	
1g	Elect Director Risa J. Lavizzo-Mourey	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.Ther	re is gender	
1h	Elect Director Paul B. Rothman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1i	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1j	Elect Director Christine E. Seidman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1k	Elect Director Inge G. Thulin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
11	Elect Director Kathy J. Warden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial d	iversity on the bo	ard. There is	s at least 30 p	ercent diversity.		
1m	Elect Director Peter C. Wendell	Mgmt	Yes	For	For	For	For

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



#### Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warra The significant increase in CEO pay for the year under re which was driven by lower discount rates, among others incentive programs were commensurate with operating p	view was larg variables. Fui	ely driven b thermore, p	y an increase i payouts under l	in the CEO's pension value		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	d because on	ly 11.88 per	cent of the fee	s paid to the auditor are for		
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warra shareholder rights.	anted given ti	hat the abilit	y to act by wri	tten consent would enhance		
5	Report on Corporate Tax Savings Allocation	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: The board has adopted a balanc research and development and capital investments befor recently expanded its focus on strategic business develop share repurchases. This suggests that the company is se singular focus with regards to its capital allocation priorit approach, a vote AGAINST this proposal is warranted.	e returning ex oments to fue izing opportui	xcess cash to I innovation nities as the	o shareholders in 2019, while y become avail	Further, the company has decreasing cash spent on labe, rather than having a		

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2020	Auto-Approved	05/07/2020	1,991	1,991
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/07/2020	Auto-Approved	05/07/2020	55	55
						Total Shares:	2,046	2,046

## **Omnicell, Inc.**

Elect Director Joanne B. Bauer

1.1

Meeting Date: 05/26/2020 Record Date: 03/30/2020	Country: USA Meeting Type: Annual	Primary Security Ticker: OMCL	<b>ID:</b> 68213N109	<b>Meeting ID:</b> 1418108
Primary CUSIP: 68213N109	Primary ISIN: US68213N1090	Primary SEDOL: 278	9523	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,977 Voting Policy: UUA	Votable Shares: 1,977	*Shares on Loan: 0	Shares Instructed: 1,977
Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec ISS Rec	Voting Policy Rec	Vote Instruction

For

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

Mgmt

For

For

For



## **Omnicell, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.2	Elect Director Robin G. Seim		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	:				
1.3	Elect Director Sara J. White		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	:				
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoug reasonably aligned at this time.	th some concerns are no	oted, a vote FC	OR this prop	osal is warrante	ed as pay and p	performance ar	е			
3	Ratify Deloitte & Touche LLP a	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote in non-audit purposes.	FOR this item is warran	ted because or	aly 11.67 pe	rcent of the fee	s paid to the a	nuditor are 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	04/27/2020	Auto-Approved	04/27/2020		1,977	1,977
								Total Shares		1,977	1,977

## **Rexford Industrial Realty, Inc.**

Meeting Date: 05/26/2020 Record Date: 03/31/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: REXR	76169C100	<b>Meeting ID:</b> 1420445
<b>Primary CUSIP:</b> 76169C100	Primary ISIN: US76169C1009		Primary SEDOL: BC9ZHL	9	Proxy Level: 3
Total Ballots: 1	Shares Voted: 3,468 Voting Policy: UUA	Votable Shares	3,468	*Shares on Loan: 0	Shares Instructed: 3,468

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Richard Ziman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.2	Elect Director Howard Schwimmer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.3	Elect Director Michael S. Frankel	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1.4	Elect Director Robert L. Antin	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.



## **Rexford Industrial Realty, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.5	Elect Director Steven C. Good		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less that and non-audit fees exceed 25% of					ember of the au	udit committee				
1.6	Elect Director Diana J. Ingram		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less than	1 30% of the board is	diverse.								
1.7	Elect Director Tyler H. Rose		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less that and non-audit fees exceed 25% of					ember of the au	udit committee				
1.8	Elect Director Peter E. Schwab		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less that and non-audit fees exceed 25% of					ember of the au	udit committee				
2	Ratify Ernst & Young LLP as Au	ditors	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: A vote As represent 31.76 percent of the to independence of the auditor.			•	-						
3	Advisory Vote to Ratify Named I Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.	some concerns are n	oted, a vote FC	OR this prop	osal is warrante	ed as pay and	performance ar	е			
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	05/01/2020	Auto-Approved	05/01/2020		3,468	3,468

#### Amazon.com, Inc.

Meeting Date: 05/27/2020 Record Date: 04/02/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: AMZN	023135106	Meeting ID: 1421672
Primary CUSIP: 023135106	<b>Primary ISIN:</b> US0231351067		Primary SEDOL: 2000019	9	Proxy Level: 4
Total Ballots: 2	Shares Voted: 834 Voting Policy: UUA	Votable Shares:	834	*Shares on Loan: 0	Shares Instructed: 834

**Total Shares:** 

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	Yes	For	For	For	For

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
1b	Elect Director Rosalind G. Brewer	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 Jamie S. Gorelick	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 Daniel P. Huttenlocher	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 Judith A. McGrath	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 Indra K. Nooyi	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.		
1g	Elect Director Jonathan J. Rubinstein	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.		
1h	Elect Director Thomas O. Ryder	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 p	ercent diversity.		
1i	Elect Director Patricia Q. Stonesifer	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 p	ercent diversity.		
1j	Elect Director Wendell P. Weeks	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.		
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is wan non-audit purposes.	rranted because les	s than one	percent of the	fees paid to the audi	tor are for	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: Compensation for NEOs consists primarily of relatively low base salaries and (excluding the CEO) periodic sizable time-vesting equity grants with lengthy vesting schedules. No new equity awards were granted during 2019. Some investors may have concerns with the lack of performance-vesting criteria for NEO equity awards, notwithstanding the fact that the company provides a thorough explanation of its compensation philosophy. However, the company has provided enhanced disclosure in this year's proxy of the board's specific performance considerations when determining the last cycle of equity awards made in 2018. One NEO, Jeffrey Blackburn, had reported compensation of approximately \$57 million relating to the modification of his unvested equity awards to suspend their forfeiture during a one-year leave of absence. The company does not disclose the board's rationale for this decision or whether the company has a broad policy regarding the treatment of equity relating to such leaves of absence. Given the significant value of the modified awards, and the potential disruption to the company when a top executive takes an extended leave of absence, shareholders may expect a more robust explanation from the board going forward. In light of recently improved disclosure around performance assessments, and that no new equity awards were made in 2019, a vote FOR this proposal is warranted, with caution.



#### Amazon.com, Inc.

Dronocal			Votable			Voting	Vote
Proposal Number	Proposal Text	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Instruct
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The reduction of the ownersh 25 percent of outstanding shares would enhance the given the company's ownership structure. As such, a	rights of shareho	olders, and t	he likelihood d			
5	Report on Management of Food Waste	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is would allow shareholders to assess the effectiveness understanding of the company's food waste reduction reduce the amount of food waste that is sent to land	of the company's or strategy. In add	s food waste	programs, as	well as provide a better	: to	
6	Report on Customers' Use of its Surveillance and Computer Vision Products or Cloud-Based Services	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is we uses to assess human rights impacts in its operations human rights related risks.			_		-	
7	Report on Potential Human Rights Impacts of Customers' Use of Rekognition	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is we uses to assess human rights impacts in its operations human rights related risks, specifically around new te	would allow sha	reholders to	better gauge		•	
8	Report on Products Promoting Hate Speech and Sales of Offensive Products	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is we could help provide shareholders with information on to continues to face controversies related to hate speech	the effectiveness	•	-	'		
9	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is w board.	varranted given t	he importan	ce of having a	n independent chairman of ti	he	
10	Report on Global Median Gender/Racial Pay Gap	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is we the company's existing diversity and inclusion initiative strengthen the company's existing diversity initiative.	•				of	
11	Report on Reducing Environmental and Health Harms to Communities of Color	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this resolution is environmental and health harms of its operations on effectiveness of the company's efforts to evaluate the	communities of a	color would a	allow sharehol	ders to better assess the		
12	Report on Viewpoint Discrimination	SH	Yes	Against	Against	Against	Against

shareholders to understand the company's rationale for its content guidelines.



#### Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct		
13	Report on Promotion Velocity	SH	Yes	Against	Against	For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted as greater disclosure about the company's retention and promotion velocity rates could increase accountability for the company's diversity efforts.								
14	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal is war call a special meeting, while presenting very little risk of composition of its shareholder base.				-	o .			
15	Human Rights Risk Assessment	SH	Yes	Against	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures and oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.								
16	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal is war lobbying-related expenditures and oversight mechanism associated with the company's participation in the public	s would help s	shareholders						

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/15/2020	Auto-Approved	05/15/2020	830	830
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/15/2020	Auto-Approved	05/15/2020	4	4
						Total Shares:	834	834

#### **Americold Realty Trust**

Meeting Date: 05/27/2020 Record Date: 04/01/2020			Primary Security ID: Ticker: COLD	: 03064D108	<b>Meeting ID:</b> 1419635	
Primary CUSIP: 03064D108	Primary ISIN: US03064D1081		Primary SEDOL: B3SKZK	7	Proxy Level: 3	
Total Ballots: 1	Shares Voted: 4,210 Voting Policy: UUA	Votable Shares	4,210	*Shares on Loan: 0	Shares Instructed: 4,210	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi			
1a	Elect Director Fred W. Boehler	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 George J. Alburger, 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.



4,210

4,210

4,210

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Americold Realty Trust**

WCM Investment Management, 6728029085

6728029085

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1c	Elect Director Kelly H. Barrett		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at le	east one mino	rity director.	Less than 30%	of the board	is diverse.				
1d	Elect Director Antonio F. Fernand	dez	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at le	east one mino	rity director.	Less than 30%	of the board	is diverse.				
1e	Elect Director James R. Heistand	i	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at le	east one mino	rity director.	Less than 30%	of the board	is diverse.				
1f	Elect Director Michelle M. MacKa	ay	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at le	east one mino	rity director.	Less than 30%	of the board	is diverse.				
1g	Elect Director David J. Neithercu	t	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at le	east one mino	rity director.	Less than 30%	of the board	is diverse.				
1h	Elect Director Mark R. Patterson		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 Andrew P. Power		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The board	d does not include at le	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 significant concerns were identified		ranted as pay	and perforn	nance are reaso	onably aligned	and no				
3	Approve Qualified Employee Sto Plan	ck Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC shares reserved is reasonable; an Code.			,	,	,					
4	Ratify Ernst & Young LLP as Aud	litors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrante	ed because on	ly 11.67 pei	rcent of the fee	s paid to the a	uditor are for				
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

Confirmed

Auto-Instructed

05/05/2020

Auto-Approved

05/05/2020

Total Shares:



#### **Chevron Corporation**

Primary Security ID: 166764100 Meeting ID: 1418087 Meeting Date: 05/27/2020 Country: USA Record Date: 03/30/2020 Ticker: CVX Meeting Type: Annual Primary SEDOL: 2838555 **Primary CUSIP:** 166764100 Primary ISIN: US1667641005 Proxy Level: 3 Shares Voted: 193 Votable Shares: 193 \*Shares on Loan: 0 Shares Instructed: 193 Total Ballots: 1 Voting Policy: UUA

Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director Wanda M. Austin Mgmt Yes For For Against Against 1a Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director John B. Frank 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 Alice P. Gast 1c Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1d Elect Director Enrique Hernandez, Jr. 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. 1e Elect Director Charles W. Moorman, IV 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 Dambisa F. Moyo 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 Reed-Klages 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 Ronald D. Sugar 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. 1i Elect Director D. James Umpleby, III 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 Michael K. Wirth Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Ratify PricewaterhouseCoopers LLP as For Mamt Yes For For For Auditors Voting Policy Rationale: A vote FOR this item is warranted because only 2.98 percent of the fees paid to the auditor are for non-audit purposes. 3 Advisory Vote to Ratify Named Executive Mamt Yes For For For For Officers' Compensation

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



## **Chevron Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
4	Report on Lobbying Payments a	nd Policy	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC practices and policies, such as its related risks.				-		-				
5	Establish Board Committee on C	Climate Risk	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote Formats as requested, should serve to furthat Chevron has already undertal establishment of a climate-focuse	ther strengthen the co aken a number of clim	ompany's abilit nate initiatives,	y to manage formalizing	e risks related t the company's	o sustainability current practic	issues Given				
6	Report on Climate Lobbying Alig Paris Agreement Goals	ned with	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC a review of how the company's a of the increasing risks to the com	nd its trade association	ons' lobbying po				•				
7	Report on Petrochemical Risk		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote For how the company is assessing and flooding, and sea level rise.	, ,						rt			
8	Report on Human Rights Practic	es	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote FC Provide shareholders with additio potential human rights impacts on human rights.	nal disclosure regardi	ing the compan	y's efforts to	o prevent, mitig	nate and remed	dy actual and				
9	Reduce Ownership Threshold fo Shareholders to Call Special Mee		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote Fo the agenda item restrictions would			-			g and removing				
10	Require Independent Board Cha	nir	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote Forboard.	OR this proposal is wa	arranted given i	the importai	nce of having a	n independent	chairman of the	2			
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	05/14/2020	Auto-Approved	05/14/2020		193	193
								Total Shares	:	193	193



**Shares Instructed:** 57

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **DuPont de Nemours, Inc.**

Meeting Date: 05/27/2020	Country: USA	Primary Security ID: 26614N102	Meeting ID: 1419730
<b>Record Date:</b> 04/06/2020	Meeting Type: Annual	Ticker: DD	
Primary CUSIP: 26614N102	Primary ISIN: US26614N1028	Primary SEDOL: BK0VN47	Proxy Level: 4

\*Shares on Loan: 0

Votable Shares: 57

Total Ballots: 1 Voting Policy: UUA

Shares Voted: 57

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruc
1a	Elect Director Amy G. Brady	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 Edward D. Breen	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 Ruby R. Chandy	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.		
1d	Elect Director Franklin K. Clyburn, 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.		
1e	Elect Director Terrence R. Curtin	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 Alexander M. Cutler	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 Eleuthere I. du Pont	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 Rajiv L. Gupta	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			nore than 2 pu	blic companies.There is gende	er	
1i	Elect Director Luther C. Kissam	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 Frederick M. Lowery	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 Raymond J. Milchovich	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 Steven M. Sterin	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this proposal is wa	rranted as pay	and perform	mance are reas	sonably aligned at this time.		



# **DuPont de Nemours, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
3	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based on	the Equity Plan Scoreca	ard evaluation	n (EPSC), a ı	vote FOR this p	proposal is wan	ranted.				
4	Ratify PricewaterhouseCoopers L Auditors	LP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO non-audit purposes.	R this item is warranted	d because on	ly 10.60 per	rcent of the fee.	s paid to the a	uditor are for				
5	Reduce Ownership Threshold for Shareholders to Call Special Mee		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FO meeting would improve sharehold	' '	anted as the i	reduction to	a 10 percent ti	hreshold to cal	ll a special				
6	Approve Creation of an Employee Advisory Position	e Board	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote AG adequate to allow for robust overs company, employees and its commevolution of these concerns.	sight of issues related to	o the safety,	environment	tal and sustaina	ability concerns	s facing the				
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

## **Exxon Mobil Corporation**

6728029075

Socially Responsible Investing, 6728029075

Meeting Date: 05/27/2020 Record Date: 04/02/2020	Country: USA Meeting Type: Annual	<b>Primary Sec</b> <b>Ticker:</b> XOM	curity ID: 30231G102	<b>Meeting ID:</b> 1419432
Primary CUSIP: 30231G102	<b>Primary ISIN:</b> US30231G1022	Primary SEDO	<b>DL:</b> 2326618	Proxy Level: 2
	Shares Voted: 87	Votable Shares: 87	*Shares on Loan: 0	Shares Instructed: 87
Total Ballots: 1	Voting Policy: UUA			

Auto-Instructed

05/15/2020

Auto-Approved

05/15/2020

Total Shares:

57

57

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 diver	sity on the boo	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 diver	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
1.3	Elect Director Ursula M. Burns	Mgmt	Yes	For	For	For	For

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

Confirmed



### **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 div	ersity on the bo	ard. There is	s at least 30 pe	ercent diversity.		
1.5	Elect Director Joseph L. Hooley	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.		
1.6	Elect Director Steven A. Kandarian	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.		
1.7	Elect Director Douglas R. Oberhelman	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.		
1.8	Elect Director Samuel J. Palmisano	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 William C. Weldon	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.		
1.10	Elect Director Darren W. Woods	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.		
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warran non-audit purposes.	nted because or	aly 2.35 perc	ent of the fees	s 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 we committee's considerations in determining bonuses are committee discretion. The annual incentive program led not require the achievement of forward-looking perstructural concerns were mitigated by the fact that the pension value and CEO Woods' bonus reflected the coaround discretion, disclosure, and program structure we performance not remain closely aligned going forward.	d equity award: acks a meaningi formance goals e increase to CE mpany's year-o varrant continue	s, individual ful minimum in order to TO pay for Fi ver-year dec	awards remair performance i be earned. Foi 12019 was larg dine in earning	n primarily determined by requirement and equity awan r the year in review, the pely related to a change in is. Nevertheless, noted conce		
4	Require Independent Board Chair	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is we board.	arranted given t	the importan	ce of having a	n independent chairman of ti	he	
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 with the current shareholder right to call special meetings.	arranted. Lower	ing the thre	shold to call a	special meeting would enhan	oce	
6	Report on Costs & Benefits of Climate-Related Expenditures	SH	Yes	Against	Against	Against	Against

voting Policy Rationale: A vote AGALINST this proposal is warranted as the company provides information on the rationale behind its environment-related activities and it is unclear how the proposal would provide additional benefit to shareholders.



**Meeting ID:** 1420141

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Exxon Mobil Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruc	tion	
7	Report on Risks of Petrochemi in Flood Prone Areas	cal Operations	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote providing them additional inforr enable them to better assess th	mation on the public hea	Ith risks associ	iated with ti						_	
8	Report on Political Contribution	ns	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote memberships in trade association comprehensive political contribution	ons and other political or	rganizations w	ould help sh	nareholders ass	ess the compa	ny's				
9	Report on Lobbying Payments	and Policy	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote expenditures, trade association risks and benefits associated wi	payments, and board-le	vel oversight r	nechanisms	would help sha		-				
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	05/13/2020	Auto-Approved	05/13/2020		87	87

#### Facebook, Inc.

Meeting Date: 05/27/2020

**Record Date:** 04/03/2020

Country: USA

Meeting Type: Annual

Primary C	USIP: 30303M102	y ISIN: US30303M1027		Primary	SEDOL: B7TL820		Proxy Level: 3		
Γotal Ball		Voted: 4,329 Policy: UUA	Votable S	<b>hares:</b> 4,329	*Shar	es on Loan: 0	Shares Instructed: 4,329		
roposal lumber	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 diversity on the b	oard. There i	is at least 30 pe	ercent diversity.				
1.2	Elect Director Marc L. Andreessen	Mgmt	Yes	For	Withhold	Withhold	Withhold		
	Elect Director Marc L. Andreessen Mgmt Yes For Withhold Withhold Withhold  Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Marc Andreessen and Peter Thiel, in the absence of a say-on-pay proposal on the ballot, due to unmitigated concerns with respect to executive pay. A vote FOR the remaining director nominees is warranted. There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1.3	Elect Director Andrew W. Houston	Mgmt	Yes	For	For	For	For		

Ticker: FB

Primary Security ID: 30303M102



## Facebook, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.4	Elect Director Nancy Killefer	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.		
1.5	Elect Director Robert M. Kimmitt	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.		
1.6	Elect Director Sheryl K. Sandberg	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.		
1.7	Elect Director Peter A. Thiel	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warran and Peter Thiel, in the absence of a say-on-pay propo pay. A vote FOR the remaining director nominees is w least 30 percent diversity.	osal on the ballo	t, due to unn	mitigated conc	erns with respect to executive		
1.8	Elect Director Tracey T. Travis	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.		
1.9	Elect Director Mark Zuckerberg	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.		
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrannon-audit purposes.	nted because or	nly 13.91 pei	rcent of the fee	es paid to the auditor are for		
3	Approve Non-Employee Director Compensation Policy	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal relatively large compensation for directors compared industry sector. The proposal also provides for onboat outsized and not in line with the company's peers or g	to board membe rding equity gra	ers at other on the to new d	companies in t	he same market index and		
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 w preference for a capital structure in which the levels of		,				
5	Require Independent Board Chair	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is w appointment of a non-independent director (per Socia the FTC entered into a settlement agreement with Fa to significantly enhance its practices and processes fo subsequent controversies have tarnished Facebook's that shareholders would benefit from the most robust board chair.	al Advisory Servi cebook whereby or privacy compli reputation and p	ces classifica the compar ance and ove out sharehold	ntions) to serve ny has agreed ersight. The re der value at ris	e as lead director. Furthermore to pay a \$5 billion penalty and ecent data privacy incidents an kk. These considerations sugge	d	
		SH	Yes	Against	For	For	For

election of directors and further enhance the company's corporate governance.



### Facebook, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
7	Report on Political Advertising		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FO understanding of the risks related standard practices.	, ,	•	, ,							
8	Require Independent Director No Human and/or Civil Rights Experi		SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote FO part of their previous professional risks of its current general operation	experience, training, o	or education, i	would be of	value to Faceb	ook given the	human rights				
9	Report on Civil and Human Right Assessment	s Risk	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote FO how the company is assessing civil with its policies and related oversign.	il and human rights ris									
10	Report on Online Child Sexual Ex	ploitation	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FO exploitation of children through this managing related risks.	, ,	•			,		,			
11	Report on Median Gender/Racial	Pay Gap	SH	Yes	Against	Against		For	For		
	Voting Policy Rationale: A vote FO allowing them to measure the pro-		-			m additional ir	nformation				
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	05/15/2020	Auto-Approved	05/15/2020		4,329	4,329
								Total Shares	-	4,329	4,329

## Illumina, Inc.

Meeting Date: 05/27/2020 Record Date: 03/30/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: ILMN	ırity ID: 452327109	Meeting ID: 1421707
Primary CUSIP: 452327109	<b>Primary ISIN:</b> US4523271090	Primary SEDOI	Primary SEDOL: 2613990	
Total Ballots: 1	Shares Voted: 2,170 Voting Policy: UUA	Votable Shares: 2,170	*Shares on Loan: 0	Shares Instructed: 2,170

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Caroline D. Dorsa	Mgmt	Yes	For	For	For	For

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



## Illumina, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1B	Elect Director Robert S. Epsteir	า	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nor and racial diversity on the board	, ,			more than 2 pu	ıblic companie	es.There is gend	ler			
1C	Elect Director Scott Gottlieb		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	y.				
1D	Elect Director Philip W. Schiller		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	у.				
2	Ratify Ernst & Young LLP as Au	uditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Purposes.	FOR this item is warra	nted because no	one of the fe	ees paid to the	auditor are foi	r non-audit				
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote I review.	FOR this proposal is w	arranted as pay	and perfori	mance are reas	onably aligned	for the year in				
4	Report on Political Contribution	ns	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote I memberships and payments, an assess related risks.		•								
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
Sands Cap	oital Mgnt, 6728029078	6728029078	Confirmed		Auto-Instructed	05/14/2020	Auto-Approved	05/14/2020		2,170	2,170
								Total Shares:		2,170	2,170

## **Marathon Oil Corporation**

Meeting Date: 05/27/2020 Record Date: 03/31/2020	•		Primary Security ID: Ticker: MRO	565849106	<b>Meeting ID:</b> 1419726
<b>Primary CUSIP:</b> 565849106	Primary ISIN: US5658491064		Primary SEDOL: 2910970	)	Proxy Level: 3
Total Ballots: 2	Shares Voted: 3,680 Voting Policy: UUA	Votable Shares	: 3,680	*Shares on Loan: 0	Shares Instructed: 3,680

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory H. Boyce	Mgmt	Yes	For	For	For	For

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



### **Marathon Oil Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct
1b	Elect Director Chadwick C. Deaton	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 Marcela E. Donadio	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 Jason B. Few	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 Douglas L. Foshee	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 M. Elise Hyland	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 Lee M. Tillman	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 J. Kent Wells	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: A vote FOR this item is warrant non-audit purposes.	ed because on	nly 1.16 perc	ent of the fees	s paid to the au	ditor 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 war	ranted, as pay	and perform	mance are reas	sonably aligned	at this time.		
Ballot D	etails							
Institutio	nal Account Detail Custodian			Instructor	Date	Approver	Date	

Institutional Account Detail (IA Name, 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	05/04/2020	Auto-Approved	05/04/2020	3,550	3,550
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/04/2020	Auto-Approved	05/04/2020	130	130
						Total Shares:	3,680	3,680

#### **NXP Semiconductors N.V.**

Meeting Date: 05/27/2020 Record Date: 04/29/2020	Country: Netherlands Meeting Type: Annual	Primary Security ID: N6596X109 Ticker: NXPI	<b>Meeting ID:</b> 1408837
Primary CUSIP: N6596X109	<b>Primary ISIN:</b> NL0009538784	Primary SEDOL: B505PN7	Proxy Level: N/A



#### **NXP Semiconductors N.V.**

Shares Voted: 212 Votable Shares: 212 \*Shares on Loan: 0 Shares Instructed: 212

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
2	Approve Discharge of Board Members	Mgmt	Yes	For	For	For	For
3a	Elect Kurt Sievers as Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is exceeding four years;- The candidate appears to posknown controversy concerning the candidate				•	is no	
3b	Reelect Peter Bonfield as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is exceeding four years;- The candidate appears to posknown controversy concerning the candidate				•	is no	
3c	Reelect Kenneth A. Goldman as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is exceeding four years;- The candidate appears to posknown controversy concerning the candidate				•	is no	
3d	Reelect Josef Kaeser as Non-Executive Director	Mgmt	Yes	For	For	For	For For For
	Voting Policy Rationale: A vote FOR these elections is exceeding four years;- The candidate appears to posknown controversy concerning the candidate				•	is no	
3e	Reelect Lena Olving as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is exceeding four years;- The candidate appears to posknown controversy concerning the candidate				•	is no	
3f	Reelect Peter Smitham as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is exceeding four years;- The candidate appears to posknown controversy concerning the candidate				•	is no	
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is exceeding four years;- The candidate appears to posknown controversy concerning the candidate				•	is no	
3h	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections in	s warranted hera	use:- The n	ominees are e	lected for a neriod not		

Voting Policy Rationale: A vote FOR these elections is warranted because:- The nominees are elected for a period not exceeding four years;- The candidate appears to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidate



#### **NXP Semiconductors N.V.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
3i	Reelect Gregory Summe as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is exceeding four years; - The candidate appears to post known controversy concerning the candidate				•	is no	
3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these elections is exceeding four years; - The candidate appears to post known controversy concerning the candidate				•	is no	
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is regarding volume and duration.	s warranted beca	ause it is in	line with comm	nonly used safeguards		
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals i regarding volume and duration.	s warranted beca	ause it is in	line with comm	nonly used safeguards		
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted becovolume and pricing; - The authorization would allow the company to repurchase repurchase.	IXP to repurchas	e up to 10 p	ercent of the	issued share capital; and	-	
7	Approve Cancellation of Ordinary Shares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is recon	nmended as the	cancellation	of shares is in	shareholders' interests.		
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to r	atify the auditor	is warrante	d.			
9	Approve Remuneration of the Members and Chairs of the Audit Committee, Compensation Committee, and the Nominating and Governance Committee of the Board	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR is warranted in to board committee membership.	he absence of sig	ins of exces	siveness regar	ding the proposed fees for		
10	Amend Articles to Establish Quorum	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed majority threshold to establish quorum would enable the company to comply with Nasdaq listing standards and ensure the broadest range of shareholder representation.



#### **NXP Semiconductors N.V.**

oposal ımber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal arrangement with a subsidiary of a company that will continue to vest through the end of the applicable per remain employed with the company group during the given the magnitude of the awards. Further, neither to contemplated transition services. A quantitative pay-foin review. The current CEO received sizable equity award following the year in which his "re-boot" equity award it is concerning that such awards do not cover multiple awards were granted in 2018, there is concern surrous re-boot awards, particularly given that the CEO's \$120 advisory role. Goal rigor concerns are also raised regarmerely the median of peers.	allow his 2018 of formance period transition period to proxy nor the performance marks in 2019 that were granted. The pears of equity adding the lack of million in re-both formance in the pears of equity and ing the lack of million in re-both formance period in the lack of million in re-both formance period in the lack of million in re-both formance period in the lack of million in re-both formance period in the lack of million in re-both formance period in the lack of million in re-both formance period in the lack of million in re-both formance period in the lack of million in re-both formance period in the lack of million in re-both formance period in the lack of million in re-both formance period in the lack of th	"re-boot" eqi d while servi d, sharehold e advisory ag misalignmen at exceed th Given the ri y pay. In ad of disclosure not awards v	uity awards va ing in an advis lers may scruti greement prov t is also not su e median total nagnitude of th dition, notwith of the perform vill continue to	lued by ISS at \$120 million to ory capacity. While the CEO w nize this vesting treatment, ides fulsome disclosure of the fficiently mitigated for the yea pay of ISS-selected peer CEO the 2018 re-boot equity awards standing that the re-boot nance goals attached to the vest while he serves in an	ill er	
		Mgmt	Yes	One Year	One Year	One Year	One Year

#### **Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/15/2020	Auto-Approved	05/15/2020	212	212
						Total Shares:	212	212

#### **SM Energy Company**

Meeting Date: 05/27/2020 Record Date: 04/06/2020	Country: USA Meeting Type: Annual	Primary Se Ticker: SM	curity ID: 78454L100	<b>Meeting ID:</b> 1422923
Primary CUSIP: 78454L100	Primary ISIN: US78454L1008	Primary SED	<b>OL:</b> 2764188	Proxy Level: 3
Total Ballots: 1	Shares Voted: 829 Voting Policy: UUA	Votable Shares: 829	*Shares on Loan: 0	Shares Instructed: 829

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi			
Elect Director Carla J. Bailo	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.					
Elect Director Larry W. Bickle	Mgmt	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 Stephen R. Brand	Mgmt	Yes	For	For	For	For			
	Elect Director Carla J. Bailo  Voting Policy Rationale: There is gender and racial diverse Elect Director Larry W. Bickle  Voting Policy Rationale: There is gender and racial diverse	Elect Director Carla J. Bailo Mgmt  Voting Policy Rationale: There is gender and racial diversity on the box  Elect Director Larry W. Bickle Mgmt  Voting Policy Rationale: There is gender and racial diversity on the box	Proposal Text Proposal.  Elect Director Carla J. Bailo Mgmt Yes  Voting Policy Rationale: There is gender and racial diversity on the board. There is gender and racial diversity on the board. There is gender and racial diversity on the board. There is gender and racial diversity on the board. There is gender and racial diversity on the board. There is gender and racial diversity on the board.	Proposal Text Proposal Text Proposal Mgmt Rec	Proposal Text Proposal Text Proposal Mgmt Rec ISS Rec  Elect Director Carla J. Bailo 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 Larry W. Bickle 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 Text Proposal Mgmt Rec ISS Rec Policy Rec  Elect Director Carla J. Bailo 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 Larry W. Bickle 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.



## **SM Energy Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion		
1.4	Elect Director Loren M. Leiker		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> .			_		
1.5	Elect Director Javan D. Ottoson		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> .			-		
1.6	Elect Director Ramiro G. Peru		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> .			-		
1.7	Elect Director Julio M. Quintana		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.8	Elect Director Rose M. Robeson		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.9	Elect Director William D. Sullivar	ı	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>			-		
2	Advisory Vote to Ratify Named E Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote For significant concerns were identified	, ,	rranted as pay	and perform	mance are reas	onably aligned	and no			_		
3	Ratify Ernst & Young LLP as Aud	ditors	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote For non-audit purposes.	OR this item is warrant	ed because or	nly 1.35 perd	cent of the fees	paid to the au	ıditor are for			_		
4	Approve Reverse Stock Split		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote Formaintain listing of its common sto		rranted given t	that the reve	erse stock split	may enable th	e company to			_		
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	04/29/2020	Auto-Approved	04/29/2020		829	829	
								Total Shares	:	829	829	

## **Tandem Diabetes Care, Inc.**

Meeting Date: 05/27/2020 Record Date: 03/31/2020	Country: USA Meeting Type: Annual	Primary Security ID: 875372203 Ticker: TNDM	Meeting ID: 1421176
<b>Primary CUSIP:</b> 875372203	<b>Primary ISIN:</b> US8753722037	Primary SEDOL: BF3W461	Proxy Level: 3



#### **Tandem Diabetes Care, Inc.**

Shares Voted: 2,515 Voting Policy: UUA

Votable Shares: 2,515 \*Shares on Loan: 0 Shares Instructed: 2,515

Total Ballots: 1

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1.1	Elect Director Kim D. Blickenstaff	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include diverse. WITHHOLD votes are warranted to incumbe compensation committee's insufficient response to absence of any compensation committee members.	bent directors Kim I shareholders' low	Blickenstaff a	and Christophe	r Twomey, in light of the		
1.2	Elect Director Christopher J. Twomey	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include diverse. WITHHOLD votes are warranted to incumi compensation committee's insufficient response to absence of any compensation committee members.	bent directors Kim I shareholders' low	Blickenstaff a	and Christophe	r Twomey, in light of the		
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is we non-audit purposes.	arranted because of	nly 11.27 pe	rcent of the fe	es paid to the auditor are for		

low support for this proposal. In addition, a quantitative pay-for-performance misalignment is not mitigated for the year in review. The long-term program consists solely of stock options that lack any pre-set performance criteria. The magnitude of the grants also raises concerns, as every NEO received an award that exceeds the median total pay of peer CEOs. The magnitude of the awards for the CEO and former executive chairman and CEO is particularly concerning as both NEOs received awards that are more than double the median total pay of peer CEOs. Of additional concern is former CEO Blickenstaff's 2019 pay as executive chair, as his salary, STI payout and option grant were each substantially the same magnitude as the CEO'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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/15/2020	Auto-Approved	05/15/2020	2,515	2,515
						Total Shares:	2,515	2,515

#### **The Southern Company**

Meeting Date: 05/27/2020	Country: USA	Primary Security ID: 842587107	Meeting ID: 1420447
Record Date: 03/30/2020	Meeting Type: Annual	Ticker: SO	
<b>Primary CUSIP:</b> 842587107	<b>Primary ISIN:</b> US8425871071	Primary SEDOL: 2829601	Proxy Level: 3



#### The Southern Company

Voting Policy: UUA

Total Ballots: 1

Shares Voted: 3,187	Votable Shares: 3,187	*Shares on Loan: 0	Shares Instructed: 3,187

Votable Voting Vote Proposal Number **Proposal Text** Instruction Proposal **Mgmt Rec** ISS Rec **Policy Rec** Proponent Elect Director Janaki Akella 1a Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1b Elect Director Juanita Powell Baranco For Against Yes For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1c Elect Director Jon A. Boscia Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1d Elect Director Henry A. 'Hal' Clark, III Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1e Elect Director Anthony F. 'Tony' Earley, Jr. Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1f Elect Director Thomas A. Fanning For Against Mgmt Yes For Against Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director David J. Grain For Against 1g Yes For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1h Elect Director Donald M. James For For Yes Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1i Elect Director John D. Johns Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. 1j Elect Director Dale E. Klein Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1k Elect Director Ernest J. Moniz For Yes For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 11 Elect Director William G. Smith, Jr. Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1m Elect Director Steven R. Specker Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director E. Jenner Wood, III 1n Yes For For Against Against

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



## **The Southern Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct
2	Advisory Vote to Ratify Nar Officers' Compensation	med Executive	Mgmt	Yes	For	For		For	For
	Voting Policy Rationale: A voreview.	ote FOR this proposal is warr	ranted as pay	and perform	nance are reasc	nably aligned i	for the year in		
3	Ratify Deloitte & Touche Ll	_P as Auditors	Mgmt	Yes	For	For		For	For
	Voting Policy Rationale: A vo	nte FOR this item is warrante	ed because les	s than one ,	percent of the i	fees paid to the	e auditor are for	r	
4	Require Independent Board	d Chair	SH	Yes	Against	Against		For	For
	Voting Policy Rationale: A vo	ote FOR this proposal is warr	anted given ti	he important	ce of having an	independent o	chairman of the		
5	Report on Lobbying Payme	ents and Policy	SH	Yes	Against	For		For	For
	Voting Policy Rationale: A vo expenditures, trade associate risks and benefits associated	ion payments, and board-lev	vel oversight n	nechanisms	would help sha		-		
Ballot D	etails								
Institutio	onal Account Detail	Custodian			Instructor	Date	Approver	Date	

Name

Ballot Status

Confirmed

Account Number

6728029082

Instructed

Approver Name

Auto-Approved

Approved

05/14/2020 Total Shares: Votable Shares

3,187

Shares Voted

3,187

## **ESH Hospitality, Inc.**

Rhumbline Custom S&P Index, 6728029082

(IA Name, IA Number)

Meeting Date: 05/28/2020 Record Date: 04/08/2020	•		Primary Security ID: Ticker: N/A	: 26907Y104	Meeting ID: 1425409
Primary CUSIP: 26907Y104	Primary ISIN: US26907Y1047 Pri		Primary SEDOL: N/A		Proxy Level: 3
	Shares Voted: 776	Votable Shares	s: 776	*Shares on Loan: 0	Shares Instructed: 776
Total Ballots: 1	Voting Policy: UUA				
Property					

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce N. Haase	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.2	Elect Director Douglas G. Geoga	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1.3	Elect Director Kapila K. Anand	Mgmt	Yes	For	For	Withhold	Withhold
	National Reliant Retirements of the annual in a	/i					

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



### **ESH Hospitality, Inc.**

Proposal Number	Proposal Text	Р	Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on		
1.4	Elect Director Neil T. Brown	M	Mgmt	Yes	For	For		Withhold	Withhold			
	Voting Policy Rationale: Less than 30% of	of the board is dive	erse.									
1.5	Elect Director Lisa Palmer	M	4gmt	Yes	For	For		Withhold	Withhold			
	Voting Policy Rationale: Less than 30% of	of the board is dive	erse.									
1.6	Elect Director Steven E. Kent	M	4gmt	Yes	For	For		Withhold	Withhold			
	Voting Policy Rationale: Less than 30% of the board is diverse.											
1.7	Elect Director Simon M. Turner	M	4gmt	Yes	For	For		Withhold	Withhold			
	Voting Policy Rationale: Less than 30% of the board is diverse.											
2	Advisory Vote to Ratify Named Executiv Officers' Compensation	re M	<b>M</b> gmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote FOR this proposal is warranted. As an externally-managed REIT, the company pays a fee in exchange for management of its day-to-day operations, including executive management. However, unlike many other externally-managed issuers, ESH discloses details regarding the magnitude and structure of compensation for its executives.  This enables shareholders to make a reasonable assessment of executive pay.											
3	Advisory Vote on Say on Pay Frequency	, M	4gmt	Yes	One Year	One Year		One Year	One Year			
	Voting Policy Rationale: A vote for the ac	doption of an ANNL	UAL say-on-	pay frequer	ncy is warrante	d.						
4	Ratify Deloitte & Touche LLP as Auditor	s M	4gmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote FOR this non-audit purposes.	item is warranted l	because les	s than one p	percent of the i	fees paid to the	e auditor are fo	r				
Ballot D	Details											
	onal Account Detail Custo e, IA Number) Accou	dian nt Number	Ballot Statu	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted	
Rhumbline	e Custom S&P Index, 6728029082 672802	29082	Confirmed		Auto-Instructed	05/15/2020	Auto-Approved	05/15/2020		776	776	

#### **Extended Stay America. Inc.**

Elect Director Bruce N. Haase

1.1

Extended Stay Am	erica, fiic.			
Meeting Date: 05/28/2020 Record Date: 04/08/2020	Country: USA Meeting Type: Annual	Primary Securi Ticker: STAY	<b>ty ID:</b> 30224P200	<b>Meeting ID:</b> 1425536
Primary CUSIP: 30224P200	Primary ISIN: US30224P2002	Primary SEDOL: E	GH3F75	Proxy Level: 3
Total Ballots: 1	Shares Voted: 776 Voting Policy: UUA	Votable Shares: 776	*Shares on Loan: 0	Shares Instructed: 776
Proposal Number Proposal Text	Proponer	Votable t Proposal Mgmt Rec ISS Re	Voting c Policy Rec	Vote Instruction

Total Shares:

For

For

776

776

Yes

Mgmt

For

For



## **Extended Stay America, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'</i> .				
1.2	Elect Director Douglas G. Geo	oga	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> .				
1.3	Elect Director Kapila K. Anan	d	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> .				
1.4	Elect Director Ellen Keszler		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> .				
1.5	Elect Director Jodie W. McLe	an	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> .				
1.6	Elect Director Thomas F. O'T	oole	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The name and racial diversity on the boat				more than 2 pt	ıblic companie	s.There is gend	ler			
1.7	Elect Director Richard F. Wal	lman	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 Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns were iden		arranted as pay	and perform	mance are reas	onably aligned	and no				
3	Advisory Vote on Say on Pay	Frequency	Mgmt	Yes	One Year	One Year		One Year	One Yea	r	
	Voting Policy Rationale: A vote	for the adoption of an	ANNUAL say-on	-pay freque	ency is warrante	ed.					
4	Ratify Deloitte & Touche LLP	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warran	nted because le	ss than one	percent of the	fees paid to th	e auditor are fo	or			
Ballot D	<b>Details</b>										
	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	05/07/2020	Auto-Approved	05/07/2020		776	776
								Total Shares:		776	776

#### Natera, Inc.

Meeting Date: 05/28/2020	Country: USA	Primary Security ID: 632307104	Meeting ID: 1422044
Record Date: 04/09/2020	Meeting Type: Annual	Ticker: NTRA	
Primary CUSIP: 632307104	<b>Primary ISIN:</b> US6323071042	Primary SEDOL: BYQRG48	Proxy Level: 3



## Natera, Inc.

		Shares Voted: 2,600		Votable S	hares: 2,600		*Shares on Lo	oan: 0	Shares Ins	tructed: 2,600	
otal 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 Rowan Chapman	n	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The bo	ard does not include at	t least one mino	rity director	Less than 30%	% of the board	is diverse.				
1.2	Elect Director Herm Rosenmar	١	Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: WITHH Sheena given the board's failuncertain changes to the governin board does not include at least and sits on a key committee.	e to remove, or subject ng documents and the d	t to a sunset red classified board,	quirement, t each of wh	the supermajor nich adversely i	ity vote require impacts shareh	ement to enact older rights. The	е			
1.3	Elect Director Jonathan Sheen	a	Mgmt	Yes	For	Withhold		Withhold	Withhold		
2	Sheena given the board's failure certain changes to the governin board does not include at least  Ratify Ernst & Young LLP as A	ng documents and the of one minority director.L	classified board,	each of wh	nich adversely i			<i>e</i> For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrai	nted because le	ss than one	percent of the	fees paid to th	ne auditor are fo	or			
3	Advisory Vote to Ratify Named Officers' Compensation	I Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.	nh a concern is noted, a	a vote FOR this	proposal is	warranted as p	pay and perfori	mance are				
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	ANNUAL say-on	-pay freque	ency is warrante	ed.					
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Sh	ares	Shares Voted
WCM Inve	stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	05/07/2020	Auto-Approved	05/07/2020	2	,600	2,600
								Total Shares:		600	2,600

## **NuVasive, Inc.**

Meeting Date: 05/28/2020 Record Date: 04/08/2020	Country: USA Meeting Type: Annual	Primary Security ID: 670704105 Ticker: NUVA	Meeting ID: 1422070
<b>Primary CUSIP:</b> 670704105	<b>Primary ISIN:</b> US6707041058	Primary SEDOL: B00GJC2	Proxy Level: 3



## **NuVasive, Inc.**

Total Ballo	ots: 1	Shares Voted: 2,724 Voting Policy: UUA		Votable S	<b>hares:</b> 2,724		*Shares on Lo	oan: 0	s	hares Instructed: 2	,724
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
1a	Elect Director J. Christopher B	arry	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo	ard does not include at	t least one mind	ority director	Less than 30%	of the board	is diverse.				
1b	Elect Director Gregory T. Luci	er	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo nominee is employed full-time			,		of the board	is diverse.The				
1c	Elect Director Leslie V. Norwa	lk	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The bo nominee is employed full-time			-		of the board	is diverse.The				
2	Ratify Ernst & Young LLP as A	uditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrai	nted because or	nly 3.29 pen	cent of the fees	paid to the a	uditor are for				
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns were ident		arranted as pay	and perfori	mance are reas	onably aligned	d, and 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 Inves	stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	05/08/2020	Auto-Approved	05/08/2020		2,724	2,724
								Total Shares		2,724	2,724

### **Quanta Services, Inc.**

Meeting Date: 05/28/2020 Record Date: 03/31/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: PWR	rity ID: 74762E102	Meeting ID: 1422617
Primary CUSIP: 74762E102	<b>Primary ISIN:</b> US74762E1029	Primary SEDOI	<b>:</b> 2150204	Proxy Level: 3
	Shares Voted: 1,186	Votable Shares: 1,186	*Shares on Loan: 0	Shares Instructed: 1,186
Total Ballots: 1	Voting Policy: UUA			
Proposal		Votable	Voting	Voto

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Earl C. (Duke) Austin, 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.



### **Quanta Services, Inc.**

Rhumbline Custom S&P Index, 6728029082

6728029082

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
1.2	Elect Director Doyle N. Beneby	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nominee is employed fulland racial diversity on the board. There is at least 30									
1.3	Elect Director J. Michal Conaway	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 pe	ercent diversity	<i>'.</i>				
1.4	Elect Director Vincent D. Foster	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is gender and racial div	ersity on the bo	ard. There i	s at least 30 pe	ercent diversity	<i>'.</i>				
1.5	Elect Director Bernard Fried	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	<i>'</i> .				
1.6	Elect Director Worthing F. Jackman	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	<i>'.</i>				
1.7	Elect Director David M. McClanahan	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	<i>'</i> .				
1.8	Elect Director Margaret B. Shannon	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	<i>'.</i>				
1.9	Elect Director Pat Wood, III	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	<i>'.</i>				
1.10	Elect Director Martha B. Wyrsch	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	<i>'.</i>				
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 Annual incentives were based on pre-set objective me performance conditioned.		•		, -					
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this item is warran non-audit purposes.	nted because or	nly 10.88 pe	rcent of the fee	es paid to the a	auditor are for				
Ballot D	Details									
	onal Account Detail Custodian e, IA Number) Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Confirmed

Auto-Instructed

05/07/2020

Auto-Approved

05/07/2020

**Total Shares:** 

1,186

1,186

1,186

1,186

Record Date: 04/06/2020



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

Officers' Compensation

#### **Royal Caribbean Cruises Ltd.**

Meeting Date: 05/28/2020 Country: Liberia Primary Security ID: V7780T103 Meeting ID: 1422922

Ticker: RCL

 Primary CUSIP: V7780T103
 Primary ISIN: LR0008862868
 Primary SEDOL: 2754907
 Proxy Level: N/A

Shares Voted: 384 Votable Shares: 384 \*Shares on Loan: 0 Shares Instructed: 384

Total Ballots: 1 Voting Policy: UUA

Meeting Type: Annual

Proposal Votable Voting Vote Number **Proposal Text** Proponent Proposal **Mgmt Rec** ISS Rec **Policy Rec** Instruction Elect Director John F. Brock Mgmt Yes For For Against Against 1a Voting Policy Rationale: Less than 30% of the board is diverse. 1b Elect Director Richard D. Fain Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. Elect Director Stephen R. Howe, Jr. For Against 1c Yes For Against Voting Policy Rationale: Less than 30% of the board is diverse. 1d Elect Director William L. Kimsey Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1e Elect Director Maritza G. Montiel Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1f Elect Director Ann S. Moore Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1g Elect Director Eyal M. Ofer Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1h Elect Director William K. Reilly Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1i Elect Director Vagn O. Sorensen Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. 1j Elect Director Donald Thompson Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. 1k Elect Director Arne Alexander Wilhelmsen Mgmt For For Against Yes Against Voting Policy Rationale: Less than 30% of the board is diverse. Advisory Vote to Ratify Named Executive 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.

Proposal



Voting

Vote

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Royal Caribbean Cruises Ltd.**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instructi	on	
3	Ratify PricewaterhouseCoope Auditors	rs LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 1.30 perd	cent of the fees	paid to the au	uditor are for				
4	Report on Political Contribution	ons	SH	Yes	Against	For		For	For		
5	Voting Policy Rationale: A vote indirect political contributions, related risks and benefits.  Require Independent Board (	including payments to t			_		•		For		
	Voting Policy Rationale: A vote board.	FOR this proposal is wa	arranted given t	the importar	nce of having a	n independent	chairman of the	e			
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	05/15/2020	Auto-Approved	05/15/2020		384	384
								Total Share	s:	384	384

Votable

## **Teladoc Health, Inc.**

Meeting Date: 05/28/2020 Record Date: 04/03/2020	Country: USA Meeting Type: Annual	Primary Ticker: 1	Security ID: 87918A105	<b>Meeting ID:</b> 1420672
Primary CUSIP: 87918A105	Primary ISIN: US87918A1051	Primary S	SEDOL: BYQRFY1	Proxy Level: 3
Total Ballots: 1	Shares Voted: 571 Voting Policy: UUA	Votable Shares: 571	*Shares on Loan: 0	Shares Instructed: 571

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
1.1	Elect Director Helen Darling	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1.2	Elect Director William H. Frist	Mgmt	Yes	For	For	Withhold	Withhold				
	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	ublic companies.There is gende	er					
1.3	Elect Director Michael 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.										
1.4 Elect Director Jason Gorevic Mgmt Yes For For For For											
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										



## **Teladoc Health, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1.5	Elect Director Catherine A. Jacol	bson	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	:				
1.6	Elect Director Thomas G. McKinl	ley	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> .			-	
1.7	Elect Director Kenneth H. Paulus	5	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	ersity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'</i> .			-		
1.8	Elect Director David Shedlarz		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> .			-	
1.9	Elect Director Mark Douglas Smi	ith	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>			-	
1.10	Elect Director David B. Snow, Jr		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 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 perform	nance are			-	
3	Ratify Ernst & Young LLP as Aud	ditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Forman Policy Rationale: A vot	OR this item is warrant	ted because or	nly 7.47 perd	cent of the fees	paid to the au	iditor are 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
WCM Inve	stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	05/07/2020	Auto-Approved	05/07/2020		571	571
								Total Shares	:	571	571

## **WESCO International, Inc.**

Meeting Date: 05/28/2020 Record Date: 04/03/2020	Country: USA Meeting Type: Annual	Primary Security ID: 95082P105 Ticker: WCC	<b>Meeting ID:</b> 1420316
Primary CUSIP: 95082P105	<b>Primary ISIN:</b> US95082P1057	Primary SEDOL: 2416973	Proxy Level: 3



## **WESCO International, Inc.**

Total Ballots: 1		Shares Voted: 75 Voting Policy: UUA			Votable Shares: 75 *S		*Shares on Loan: 0		Shares Instructed: 75		
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1.1	Elect Director John J. Engel		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	·.				
1.2	Elect Director Matthew J. Esp	е	Mgmt	Yes	For	For		Withhold	Withhold	i	
	Voting Policy Rationale: The no and racial diversity on the boar		more than 2 pu	ublic companie	s.There is gena	ler					
1.3	Elect Director Bobby J. Griffin		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	<i>'</i> .				
1.4	Elect Director John K. Morgan	ı	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> .				
1.5	Elect Director Steven A. Rayn	nund	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> .				
1.6	Elect Director James L. Single	ton	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>				
1.7	Elect Director Easwaran Sund	aram	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> .				
1.8	Elect Director Laura K. Thomp	oson	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	<i>'.</i>				
1.9	Elect Director Lynn M. Utter		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There	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: Althoureasonably aligned at this time		oted, a vote FC	OR this prop	osal is warrante	ed as pay and	performance ar	e			
3	Ratify PricewaterhouseCoope	rs LLP as Auditor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote purposes.	FOR this item is warrar	nted because no	one of the fe	ees paid to the	auditor are for	non-audit				
Ballot D											
Institutional Account Detail Custodian (IA Name, IA Number) Account Number Ballo			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	04/30/2020	Auto-Approved	04/30/2020		75	75
								Total Shares		75	75

**Record Date:** 04/03/2020



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **Wintrust Financial Corporation**

Meeting Date: 05/28/2020 Country: USA Primary Security ID: 97650W108 Meeting ID: 1419722

Ticker: WTFC

 Primary CUSIP: 97650W108
 Primary ISIN: US97650W1080
 Primary SEDOL: 2425258
 Proxy Level: 3

Shares Voted: 299 Votable Shares: 299 \*Shares on Loan: 0 Shares Instructed: 299

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
1.1	Elect Director Peter D. Crist	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 Bruce K. Crowther	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 William J. Doyle	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 Marla F. Glabe	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 H. Patrick Hackett, 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.		
1.6	Elect Director Scott K. Heitmann	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 Deborah L. Hall Lefevre	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 Christopher J. Perry	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 Ingrid S. Stafford	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 Gary D. Sweeney	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 Karin Gustafson Teglia	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 Alex E. Washington, III	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 Edward J. Wehmer	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.		



#### **Wintrust Financial Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2	Advisory Vote to Ratify Named Executive Officers' Compensation		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although a concern is noted, a vote FOR reasonably aligned at this time.			proposal is I	warranted as pa	ay and perforn	nance are				
3	Ratify Ernst & Young LLP as Audi	itors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this item is warranted because only 24.72 percent of the fees paid to the auditor are for non-audit purposes.										
Ballot D	Ballot Details										
	nal Account Detail e, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	04/30/2020	Auto-Approved	04/30/2020		299	299

**Total Shares:** 

299

299

#### **Axon Enterprise, Inc.**

Meeting Date: 05/29/2020 Record Date: 04/03/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: AAXN	urity ID: 05464C101	Meeting ID: 1420163
Primary CUSIP: 05464C101	Primary ISIN: US05464C1018	Primary SEDOI	L: BDT5S35	Proxy Level: 3
	Shares Voted: 2,378	Votable Shares: 2,378	*Shares on Loan: 0	Shares Instructed: 2,378
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark W. Kroll	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.		
1.2	Elect Director Matthew R. McBrady	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.		
1.3	Elect Director Patrick W. Smith	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.		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The total compensation received by the NEOS (with the exception of the CEO) in fiscal 2019 was relatively high due to the significant values of XSU grants pursuant to the company's XSPP plan. However, the XSPP plan is entirely performance-based, utilizing a multi-tranche market capitalization goal and operational goals focused on revenue and adjusted EBITDA. The company met its performance goals for the previous four consecutive quarters. In addition, the company's TSRs exhibited strong performance compared to the four-digit GICS group and the broader Russell 2000 index. Shareholders should continue to monitor the executive compensation program with respect to certain ongoing concerns.



Voting

Vote

Meeting ID: 1416754

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### **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: A vote FOR this proposal to ratify the auditor is warranted.										
4A	Eliminate Supermajority Vote Article 5 of the Charter	Requirement of	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote enhances shareholder rights.	FOR this proposal is w	varranted given	that the redu	uction in the su	ipermajority vo	ote requirement				
4B	Eliminate Supermajority Vote Article 6 of the Charter	Requirement of	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote enhances shareholder rights.	FOR this proposal is w	varranted given	that the redu	uction in the su	ipermajority vo	ote requirement				
5	Declassify the Board of Direct	cors	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote	FOR this proposal is w	varranted becaus	se the declas	ssification woul	ld enhance boa	ard accountabilit	у.			
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
WCM Inve	estment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	05/13/2020	Auto-Approved	05/13/2020		2,378	2,378
								Total Shares	s: ====	2,378	2,378

Votable

## LyondellBasell Industries N.V.

Elect Director Jagjeet (Jeet) Bindra

Elect Director Robin Buchanan

Meeting Date: 05/29/2020

1c

1d

N53745100	Primary ISIN: NL0009	134002					
			Primary	SEDOL: B3SPX2	<b>Z</b> 3	Proxy Level: N/A	
	Shares Voted: 345		Votable Sh	nares: 345		*Shares on Loan: 0	Shares Instructed: 345
	Voting Policy: UUA						
oosal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
t 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.							
t Director Lincoln Benet		Mgmt	Yes	For	For	For	For
t E	Director Jacques Aigrain  Policy Rationale: The nom.  ial diversity on the board.	Sal Text  Director Jacques Aigrain  Policy Rationale: The nominee is employed full-tical diversity on the board. There is at least 30 periods.	Proponent Director Jacques Aigrain  Mgmt  Policy Rationale: The nominee is employed full-time and sits or ial diversity on the board. There is at least 30 percent diversity	Seal Text Proponent Votable Proposal Director Jacques Aigrain Mgmt Yes Policy Rationale: The nominee is employed full-time and sits on boards at a lial diversity on the board. There is at least 30 percent diversity.	Proponent Votable Proposal Mgmt Rec  Director Jacques Aigrain Mgmt Yes For  Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 pt ial diversity on the board. There is at least 30 percent diversity.	Seal Text Proponent Votable Proposal Mgmt Rec ISS Rec  Director Jacques Aigrain Mgmt Yes For For  Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies and diversity on the board. There is at least 30 percent diversity.	For a policy Rec sal Text Proposet Proposet Proposet Proposet Mgmt Rec ISS Rec Policy Rec Policy Rec Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender is all diversity on the board. There is at least 30 percent diversity.

For

For

Primary Security ID: N53745100

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

Mgmt

Yes

Yes

Country: Netherlands

For

For

For

For

For

For

<sup>\*</sup>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	Drawand Tauk	Duamamant	Votable	Marrit Dan	ISS Rec	Voting	Vote			
Number	Proposal Text	Proponent	Proposal	Mgmt Rec	155 Rec	Policy Rec	Instruct			
1e	Elect Director Stephen Cooper	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.					
1f	Elect Director Nance Dicciani	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.					
1g	Elect Director Claire Farley	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial di	iversity on the boo	ard. There is	s at least 30 pe	ercent diversity.					
1h	Elect Director Isabella (Bella) Goren	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.					
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 di	iversity 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 di	iversity on the bo	ard. There is	s at least 30 pe	ercent diversity.					
2	Approve Discharge of the Members of the Board of Directors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is v compelling controversies indicating that the directors			-	formation about significa	ent and				
3	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is w	varranted.								
4	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this item is warrannon-audit purposes.	anted because on	aly 6.90 perc	ent of the fees	s paid to the auditor are	for				
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this item is warrannon-audit purposes.	anted because on	aly 6.90 perc	ent of the fees	s paid to the auditor are	for				
6	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 perforn	nance are reas	onably aligned at this tin	ne.				
7	Approve Dividends of USD 4.20 Per Share	Mgmt	Yes	For	For	For	For			



**Meeting ID:** 1422042

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **LyondellBasell Industries N.V.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	on	
8	Authorize Repurchase of Up to Issued Share Capital	10 Percent of	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: A vote FOR this proposal is warrant be limited risk of reputational harm are deemed to mitigate						,					
9	Approve Cancellation of Shares		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Because the cancellation of shares is in shareholders' interests, a vote FOR this proposal is warranted.										
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	05/13/2020	Auto-Approved	05/13/2020		345	345
								Total Shares		345	345

Primary Security ID: 584021109

Ticker: MDLA

### Medallia, Inc.

Meeting Date: 05/29/2020

**Record Date:** 04/03/2020

non-audit purposes.

Country: USA

Meeting Type: Annual

Primary CUSIP: 584021109		Primary ISIN: US58402	211099		Primary	SEDOL: BJDX8X7		Proxy Level: 1
Total Ball	ots: 1	Shares Voted: 5,023 Voting Policy: UUA	,		Votable Shares: 5,023 *Shares on Loa			Shares Instructed: 5,023
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Borge Hald		Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote A to remove, or subject to a sunse documents and the classified bod one minority director. Less than 3	t requirement, the super ard, each of which adver	rmajority vote rsely impacts	e requiremen	nt to enact cer	tain changes to the governing		
1b	Elect Director Douglas Leone		Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote A to remove, or subject to a sunse documents and the classified boo one minority director.Less than 3							
1c	Elect Director Leslie Stretch		Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote A to remove, or subject to a sunse documents and the classified boo one minority director.Less than 3	t requirement, the super ard, each of which adver	rmajority vote rsely impacts	e requiremen	nt to enact cer	tain changes to the governing		
2	Ratify Ernst & Young LLP as Au	ditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote F	OR this item is warrante	ed because les	ss than one	percent of the	fees paid to the auditor are fo	or .	

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



# Medallia, 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	05/07/2020	Auto-Approved	05/07/2020	5,023	5,023
						Total Shares:	5,023	5,023

## **Occidental Petroleum Corporation**

Meeting Date: 05/29/2020 Record Date: 04/03/2020	•		Primary Security ID: Ticker: OXY	674599105	Meeting ID: 1422511		
<b>Primary CUSIP:</b> 674599105	<b>Primary ISIN:</b> US6745991058		Primary SEDOL: 265540	8	Proxy Level: 4		
	Shares Voted: 4,249	Votable Shares	<b>4,24</b> 9	*Shares on Loan: 0	Shares Instructed: 4,249		
Total Ballots: 2	Voting Policy: UUA						

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Stephen I. Chazen	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		
1b	Elect Director Andrew Gould	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1c	Elect Director Nicholas Graziano	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		
1d	Elect Director Carlos M. Gutierrez	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1e	Elect Director Vicki Hollub	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1f	Elect Director William R. Klesse	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is d	liverse.					
1g	Elect Director Andrew N. Langham	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 Jack B. Moore	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		
1i	Elect Director Margarita Palau-Hernandez	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					



## **Occidental Petroleum Corporation**

Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1j	Elect Director Avedick B. Poladian	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is boards at more than 5 public companies.	diverse.The no	ominee is ret	ired from activ	ve employment and sits on		
1k	Elect Director Robert M. Shearer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wat the committee's decision to bifurcate the annual prograperformance shares following the mid-year acquisition disclosure of threshold and maximum goals, as well as which, the program will return to pre-set, quantitative component of the LTI program will decrease in 2020. I primarily given that pay and performance are reasonal design and outcomes moving forward.	am and truncat of Anadarko. F certain per-me targets for 202 However, these	te the perform However, the Petric weightin Ho. Further, of Hococcoccoccoccoccoccoccoccoccoccoccocco	mance period pre-acquisitiongs, and it is u disclosures indi re sufficiently i	applicable to certain on annual program lacked Inclear whether, or the extent icate that the performance mitigated for the year in reviev	N,	
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrant non-audit purposes.	nted because or	nly 1.89 perc	ent of the fee.	s paid to the auditor are for		
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Score	ecard evaluatio	n (EPSC), a	vote FOR this	proposal is warranted.		
5	Approve Issuance of the Warrant Shares Upon Exercise of the Warrant	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wa will have the right to sell the warrant back to the comp disadvantageous to both the company and shareholde	pany for cash if			•		
6	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is was shares of common stock is reasonable and there are n						
7	Amend Charter to Enhance Shareholders' Ability to Act by Written Consent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wa company's existing written consent right and would rep	-			•		
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting and Approve Certain Additional Amendments	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wa call a special meeting would further enhance the rights forth under this proposal would also enhance sharehol	s of shareholde	rs. Furtherm	ore, the additi	ional amendments being put	to	

Voting Policy Rationale: A vote FOR this proposal is warranted in light of the of the severe decline in Occidental Petroleum's share price, the presence of an activist seeking control of the board, who appears to have accumulated shares at the time they were in sharp decline; the terms of the pill including the trigger level; the board's rationale; and the fact that the pill has been put to a shareholder vote at a time when many others have not.



### **Occidental Petroleum 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	05/13/2020	Auto-Approved	05/13/2020	4,140	4,140
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/13/2020	Auto-Approved	05/13/2020	109	109
						Total Shares:	4,249	4,249

### **UnitedHealth Group Incorporated**

 Meeting Date: 06/01/2020
 Country: USA
 Primary Security ID: 91324P102
 Meeting ID: 1422895

**Record Date:** 04/07/2020 **Meeting Type:** Annual **Ticker:** UNH

 Primary CUSIP: 91324P102
 Primary ISIN: US91324P1021
 Primary SEDOL: 2917766
 Proxy Level: 3

Shares Voted: 88 Votable Shares: 88 \*Shares on Loan: 0 Shares Instructed: 88

 $\textbf{Total Ballots:} \ 1 \\ \textbf{Voting Policy:} \ \mathsf{UUA} \\$ 

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Richard T. Burke	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 Timothy 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.		
1c	Elect Director Stephen J. Hemsley	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 Michele J. Hooper	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 F. William McNabb, III	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 Valerie C. Montgomery Rice	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 John H. Noseworthy	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 Glenn M. Renwick	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 David S. Wichmann	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.		



#### **UnitedHealth Group Incorporated**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1j	Elect Director Gail R. Wilensky	,	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	/.				
2	Advisory Vote to Ratify Named Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although proposal is warranted as pay and although proposal is warranted as pay and although the proposal is although the proposal is although the proposal is all the proposal is although the proposal is a					nchmarking, a	vote FOR this				
3	Ratify Deloitte & Touche LLP a	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.24 percent of the fees paid to the auditor are for non-audit purposes.										
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based	on the Equity Plan Score	card evaluatio	n (EPSC), a	vote FOR this	proposal is wai	rranted.				
5	Require Shareholder Approval Amendments Adopted by the Directors	•	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote adopted by the board, even the effective recourse to modify a L	ose for administrative pu	rposes, would	be overly be		•	•	nt			
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	05/14/2020	Auto-Approved	05/14/2020		88	88

#### **BridgeBio Pharma, Inc.**

Elect Director James C. Momtazee

1.1

Meeting Date: 06/02/2020 Record Date: 04/15/2020	Country: USA Meeting Type: Annual	Primary Security ID Ticker: BBIO	: 10806X102	<b>Meeting ID:</b> 1424770		
Primary CUSIP: 10806X102	<b>Primary ISIN:</b> US10806X1028		Primary SEDOL: BK1KW	G8	Proxy Level: 3	
Total Ballots: 1	Shares Voted: 1,493 Voting Policy: UUA	Votable Shares:	1,493	*Shares on Loar	<b>1:</b> 0	Shares Instructed: 1,493
Proposal Number Proposal Text	Proponent	Votable Proposal Mg	mt Rec ISS Rec		Voting Policy Rec	Vote Instruction

Withhold

Withhold

Withhold

For

Voting Policy Rationale: The board is not majority independent. Less than 30 percent of the board is diverse. WITHHOLD votes are further warranted for director nominees James Momtazee and Richard Scheller 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.

Yes

Mgmt



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **BridgeBio Pharma, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
1.2	Elect Director Richard H. Sche	ller	Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: The bo committee.Less than 30 percen Momtazee and Richard Scheller requirement to enact certain ch shareholder rights.	t of the board is divers given the board's failu	e.WITHHOLD v re to remove, c	otes are fur or subject to	ther warranted a sunset requii	for director no rement, the su	ominees James Opermajority vote				
2	Ratify Deloitte & Touche LLP a	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because le	ss than one	percent of the	fees paid to th	he auditor are fo	-			
3	Amend Omnibus Stock Plan		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: Based of Scorecard (EPSC), a vote AGAII exchange of grants without sha factor);- The plan cost is excess is considered to be discretionary accelerate vesting.	NST this proposal is wa reholder approval (ove sive;- The disclosure of	rranted due to rriding factor);- change-in-con	the following The plan co trol ("CIC")	g key factors:- ontains an every vesting treatme	The plan perm green feature ent is incomple	nits repricing and (overriding hte (or otherwise	,			
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	05/26/2020	Auto-Approved	05/26/2020		1,493	1,493
								Total Shares		1,493	1,493

### Etsy, Inc.

Meeting Date: 06/02/2020 Record Date: 04/07/2020	Country: USA Meeting Type: Annual	Primary Seco Ticker: ETSY	<b>urity ID:</b> 29786A106	Meeting ID: 1422912
Primary CUSIP: 29786A106	Primary ISIN: US29786A1060	Primary SEDO	L: BWTN5N1	Proxy Level: 3
Total Ballots: 1	Shares Voted: 3,260 Voting Policy: UUA	Votable Shares: 3,260	*Shares on Loan: 0	Shares Instructed: 3,260

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Michele Burns	Mgmt	Yes	For	Withhold	Withhold	Withhold

Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Fred Wilson, Joshua (Josh) Silverman, and M. Michele Burns 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 nominee is employed full-time and sits on boards at more than 2 public companies.



### Etsy, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
1b	Elect Director Josh Silverman		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: WITHH Silverman, and M. Michele Burn vote requirement to enact certa impacts shareholder rights.	s given the board's failu	re to remove,	or subject t	o a sunset requ	irement, the s	Supermajority				
1c	Elect Director Fred Wilson		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: WITHHE Silverman, and M. Michele Burn: vote requirement to enact certa- impacts shareholder rights.	s given the board's failu	re to remove,	or subject t	o a sunset requ	irement, the s	Supermajority				
2	Ratify PricewaterhouseCoopers Auditors	LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote I non-audit purposes.	FOR this item is warrant	ed because or	aly 12.16 pe	rcent of the fee	es paid to the a	auditor are for				
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoug reasonably aligned at this time.	h some concerns are no	oted, a vote FC	OR this prop	osal is warrante	ed as pay and	performance are	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
WCM Inve	estment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	05/05/2020	Auto-Approved	05/05/2020		3,260	3,260
								Total Shares		3,260	3,260

### **Fortive Corporation**

Meeting Date: 06/02/2020 Record Date: 04/06/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: FTV	urity ID: 34959J108	<b>Meeting ID:</b> 1423674
Primary CUSIP: 34959J108	<b>Primary ISIN:</b> US34959J1088	Primary SEDO	L: BYT3MK1	Proxy Level: 3
	Shares Voted: 532	Votable Shares: 532	*Shares on Loan: 0	Shares Instructed: 532
Total Ballots: 1	Voting Policy: UUA			
_				

1A Elect Director Kate D. Mitchell Mgmt Yes For For For For For For Woting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.  1B Elect Director Mitchell P. Rales Mgmt Yes For For Against Against	Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
	1A	Elect Director Kate D. Mitchell	Mgmt	Yes	For	For	For	For
1B Elect Director Mitchell P. Rales Mgmt Yes For For Against Against		Voting Policy Rationale: There is gender and racial diver	sity on the boo	ard. There is	s at least 30 pe	ercent diversity.		
	1B	Elect Director Mitchell P. Rales	Mgmt	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.



### **Fortive Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1C	Elect Director Steven M. Rales	5	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	/ <b>.</b>			-	
1D	Elect Director Jeannine Sarge	nt	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	/.				
1E	Elect Director Alan G. Spoon		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	/.				
2	Ratify Ernst & Young LLP as A	auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warran	nted because or	nly 6.25 per	cent of the fees	paid to the au	uditor are for			_	
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 perfori	mance are reaso	onably aligned	for the year in			_	
4	Eliminate Supermajority Vote	Requirement	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote would enhance shareholder rig	, ,	arranted given t	that the red	uction in the su	permajority vo	ote requirement			-	
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	05/11/2020	Auto-Approved	05/11/2020		532	532
								Total Shares	;; ====	532	532

### **Alphabet Inc.**

1.1

Elect Director Larry Page

Meeting Date: 06/03/2020 Country: USA Record Date: 04/07/2020 Meeting Type: Annual			Primary Security ID: Ticker: GOOGL	02079K305		Meeting ID: 1426233
Primary CUSIP: 02079K305	<b>Primary ISIN:</b> US02079K3059		Primary SEDOL: BYVY8G	)	Proxy Level: 4	
Total Ballots: 2	Shares Voted: 780 Voting Policy: UUA	Votable Shares:	: 780	*Shares on Loan: 0	1	Shares Instructed: 780
Proposal Number Proposal Text	Proponent	Votable Proposal Mg	mt Rec ISS Rec		ting Vote licy Rec Inst	ruction

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

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

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



### **Alphabet Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Sundar Pichai	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 John L. Hennessy	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 Frances H. Arnold	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 L. John Doerr	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-tir votes are warranted for Compensation Committee memb poor stewardship of the company's pay programs as evic concerns. WITHHOLD votes are warranted for Alan Mulal committee meetings held during the fiscal year under reremaining director nominees is warranted. There is gendediversity.	ers L. John (J denced by rec ly for failing to view without a	John) Doerr, urring and so o attend at lo an acceptabl	Robin Washing ignificant exect east 75 percent le reason for th	gton, and K. Ram Shriram for utive compensation t of his total board and he absences. A vote FOR the		
1.7	Elect Director Roger W. Ferguson Jr.	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	r	
1.8	Elect Director Ann Mather	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			more than 2 pu	blic companies.There is gende	r	
1.9	Elect Director Alan R. Mulally	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee attended less than warranted for Compensation Committee members L. Joh stewardship of the company's pay programs as evidence concerns.WITHHOLD votes are warranted for Alan Mulal committee meetings held during the fiscal year under reremaining director nominees is warranted. There is gendediversity.	n (John) Doel d by recurring ly for failing to view without a	rr, Robin Wa a and signific o attend at lo an acceptabl	shington, and cant executive east 75 percen le reason for th	K. Ram Shriram for poor compensation t of his total board and he absences. A vote FOR the		
1.10	Elect Director K. Ram Shiram	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted Washington, and K. Ram Shriram for poor stewardship of significant executive compensation concerns. WITHHOLD percent of his total board and committee meetings held the absences. A vote FOR the remaining director nomina There is at least 30 percent diversity.	f the compan votes are wa during the fisc	y's pay prog rranted for A cal year unde	rams as eviden Alan Mulally for er review witho	nced by recurring and failing to attend at least 75 out an acceptable reason for		
1.11	Elect Director Robin L. Washington	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted Washington, and K. Ram Shriram for poor stewardship of significant executive compensation concerns. WITHHOLD percent of his total board and committee meetings held the	f the compan, votes are wa during the fisc	y's pay prog rranted for A cal year unde	rams as evider. Alan Mulally for er review witho	nced by recurring and failing to attend at least 75 out an acceptable reason for		

the absences. A vote FOR the remaining director nominees is warranted. There is gender and racial diversity on the board.

There is at least 30 percent diversity.



program for executives.

## Alphabet Inc.

Proposal Number	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: A vote FOR this item is warran non-audit purposes.	ted because of	nly 8.55 perc	ent of the fee.	s paid to the auditor are for		
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on evaluation of the est. Scorecard (EPSC), a vote AGAINST this proposal is war transferability of stock options without shareholder appaverage burn rate is excessive- The disclosure of changliberal recycling of shares- The plan allows broad discrete	ranted due to proval (negativo ge-in-control ('	the following e override)- 'CIC'') vesting	n key factors:- The plan cost	The plan provides for the is excessive- The three-year		
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal equity awards totaling nearly \$250 million. His grants a award of this magnitude is limited. In addition, the por TSR performance, which is not particularly rigorous. Sucriteria. Despite the recent introduction of PSUs, there pay that is not strongly performance-based (particularly poor stewardship of the company's pay programs by the	re majority tin tion of his gran och sizable awa continue to be y in the contex	ne-based, an nt that is pen nrd opportun significant o tt of mega av	d disclosure a formance-con ities should ca concerns arour vards). These	round the rationale for an ditioned targets merely median rry rigorous performance nd pay magnitude and overall		
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 the levels of		,				
6	Report on Arbitration of Employment-Related Claims	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is we company s subsidiaries and controlled affiliates regardic could shed light on the practice and allow shareholders arbitration agreements.	ng mandatory	arbitration fo	or wage theft	or sexual harassment cases		
7	Establish Human Rights Risk Oversight Committee	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wa which the existing board structure provides adequate of which, in turn, creates risks for the company in terms of eyes of users and advertisers.	versight on ris	ks the comp	any's technolo	gies present to human rights,		
8	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal amendments adopted by the board would be overly bubylaw adopted by the board, if necessary.					7	
9	Assess Feasibility of Including Sustainability as a Performance Measure for Senior	SH	Yes	Against	For	For	For



## Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
10	Report on Takedown Requests	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is we the constraints the company faces when handling go				-		
11	Require a Majority Vote for the Election of Directors	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is we election of directors and further enhance the companion		-	areholders a n	nore meaningful voice in the		
12	Report on Gender/Racial Pay Gap	SH	Yes	Against	Against	For	For
	Voting Policy Rationale: A vote FOR this proposal is we existing policies and practices on whistleblower protestrengthen the company's existing whistleblower protestrengthen the company's existing whistleblower protestre	ctions. Additiona	lly, adoption		- , ,		
13	Require Independent Director Nominee with Human and/or Civil Rights Experience	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is civil rights related matters relevant to the company's concerns.			-		or	
14	Report on Whistleblower Policies and Practices	SH	Yes	Against	Against	For	For
D-U-4 D	Voting Policy Rationale: A vote FOR this proposal is we existing policies and practices on whistleblower protestrengthen the company's existing whistleblower protestrengthen the company's existing whistleblower protestre	ctions. Additiona	lly, adoption		, ,		

#### **Ballot Details**

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	05/22/2020	Auto-Approved	05/22/2020	775	775
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/22/2020	Auto-Approved	05/22/2020	5	5
						Total Shares:	780	780

### **Biogen Inc.**

1a

Elect Director Alexander J. Denner

Proposal Number Proposal Text	Proponent	Votable Proposal Mgmt Rec I	Voting SS Rec Policy Rec	Vote Instruction
Total Ballots: 1	Shares Voted: 127 Voting Policy: UUA	Votable Shares: 127	*Shares on Loan: 0	Shares Instructed: 127
<b>Primary CUSIP:</b> 09062X103	Primary ISIN: US09062X1037	Primary SED	<b>POL:</b> 2455965	Proxy Level: 3
Meeting Date: 06/03/2020 Record Date: 04/06/2020	Country: USA Meeting Type: Annual	Primary Se Ticker: BIII	ecurity ID: 09062X103	Meeting ID: 1423698

Yes

Mgmt

For

Against

Against

For



## **Biogen Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.	Less than 30%	of the board is diverse.					
1b	Elect Director Caroline D. Dorsa	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 retired from active employment and sits on boards at more than 5 public companies.									
1c	Elect Director William A. Hawkins	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.									
1d	Elect Director Nancy L. Learning	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.									
1e	Elect Director Jesus B. Mantas	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.					
1f	Elect Director Richard C. Mulligan	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 Robert W. Pangia	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.					
1h	Elect Director Stelios Papadopoulos	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.					
1i	Elect Director Brian S. Posner	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include at le nominee is employed full-time and sits on boards at mo		-		of the board is diverse.The					
1j	Elect Director Eric K. Rowinsky	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include at le nominee is employed full-time and sits on boards at mo		•		of the board is diverse.The					
1k	Elect Director Stephen A. Sherwin	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include at le nominee is employed full-time and sits on boards at mo		-		of the board is diverse.The					
11	Elect Director Michel Vounatsos	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 8.09 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 warr review.	ranted as pay	and perform	ance are reasc	nably aligned for the year in					



### **Biogen 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	05/20/2020	Auto-Approved	05/20/2020	127	127
						Total Shares:	127	127

### **Comcast Corporation**

Meeting Date: 06/03/2020 Record Date: 04/03/2020	Country: USA Meeting Type: Annual		ary Security ID: 20030N101 er: CMCSA	Meeting ID: 1425884
Primary CUSIP: 20030N101	Primary ISIN: US20030N1019	Prima	rry SEDOL: 2044545	Proxy Level: 3
Total Ballots: 1	Shares Voted: 4,201 Voting Policy: UUA	Votable Shares: 4,201	*Shares on Loan: 0	Shares Instructed: 4,201

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi				
1.1	Elect Director Kenneth J. Bacon	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1.2	Elect Director Madeline S. Bell	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There i	s at least 30 pe	ercent diversity.						
1.3	Elect Director Naomi M. Bergman	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1.4	Elect Director Edward D. Breen	Mgmt	Yes	For	Withhold	Withhold	Withhold				
	Voting Policy Rationale: WITHHOLD voted are warrants and David Novak due to consecutive years of high diredisclosed. There is gender and racial diversity on the b	ctor pay to a n	on-executive	e director, with	out reasonable rationale	ll,					
1.5	Elect Director Gerald L. Hassell	Mgmt	Yes	For	Withhold	Withhold	Withhold				
	Voting Policy Rationale: WITHHOLD voted are warranted for compensation committee members Edward Breen, Gerald Hassell, and David Novak due to consecutive years of high director pay to a non-executive director, without reasonable rationale disclosed. 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	For				
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There i	s at least 30 pe	ercent diversity.						
1.7	Elect Director Maritza G. Montiel	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There i	s at least 30 pe	ercent diversity.						
1.8	Elect Director Asuka Nakahara	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial dive	ersity on the bo	ard. There i	s at least 30 pe	ercent diversity.						



### **Comcast Corporation**

**Ballot Details** 

Institutional Account Detail (IA Name, IA Number)

Rhumbline Custom S&P Index, 6728029082

Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct			
1.9	Elect Director David C. Novak	Mgmt	Yes	For	Withhold	Withhold	Withhold			
	Voting Policy Rationale: WITHHOLD voted are warra and David Novak due to consecutive years of high di disclosed. There is gender and racial diversity on the	irector pay to a n	on-executive	e director, witi	hout reasonable rationale	sell,				
1.10	Elect Director Brian L. Roberts	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	pard. There i	s at least 30 p	percent diversity.					
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: A vote FOR this item is warranna-audit purposes.	anted because le	ss than one	percent of the	e fees paid to the auditor are	for				
3	Amend Stock Option Plan	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
4	Amend Restricted Stock Plan	Mgmt	Yes	For	For	For	For			
	Voting Policy Rationale: Based on the Equity Plan Sci	orecard evaluatio	n (EPSC), a	vote FOR this	proposal is warranted.					
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against			
	·		*# *!	, ,						
	Voting Policy Rationale: A vote AGAINST this propose the year in review, problematic above-market interest company did take certain steps to address the issue on the portion of deferred compensation that can be the company states this will significantly lower benefitor the disclosure. The company also has discretion participants. Above-market interest payments are no Shareholders may question the need for supplement frozen or eliminated such programs. Lastly, although structure where there are two highly-paid NEOs for a expense.	st payments cont by eliminating sia invested in the fits under the pro in to waive or mou it a performance- al benefits for hig in NEO Burke is ex	inued to inci zable compa 'above-mark gram, the po dify the cap based benea phly paid exc pected to re	ease NEO pay ny contributio et" interest ac otential impac and the progr fit and are inco ecutives, parti tire in 2020, t	or by many millions in 2019. The sin 2020 and imposing a caperuing account. However, we tof this change is not clear am has not been closed to not onsistent with market practic cularly as many companies he company continued to ha	The ap hile ew e. ave ve a				
6	Voting Policy Rationale: A vote AGAINST this propose the year in review, problematic above-market interescompany did take certain steps to address the issue on the portion of deferred compensation that can be the company states this will significantly lower benefirom the disclosure. The company also has discretion participants. Above-market interest payments are no Shareholders may question the need for supplement frozen or eliminated such programs. Lastly, although structure where there are two highly-paid NEOs for 2	st payments cont by eliminating sia invested in the fits under the pro in to waive or mou it a performance- al benefits for hig in NEO Burke is ex	inued to inci zable compa 'above-mark gram, the po dify the cap based benea phly paid exc pected to re	ease NEO pay ny contributio et" interest ac otential impac and the progr fit and are inco ecutives, parti tire in 2020, t	or by many millions in 2019. The sin 2020 and imposing a caperuing account. However, we tof this change is not clear am has not been closed to not onsistent with market practic cularly as many companies he company continued to ha	The ap hile ew e. ave ve a	For			
6	Voting Policy Rationale: A vote AGAINST this propositive year in review, problematic above-market interest company did take certain steps to address the issue on the portion of deferred compensation that can be the company states this will significantly lower benefitor the disclosure. The company also has discretion participants. Above-market interest payments are no Shareholders may question the need for supplement frozen or eliminated such programs. Lastly, although structure where there are two highly-paid NEOs for a expense.	st payments cont. by eliminating size invested in the stits under the pro- in to waive or modet a performance- al benefits for high NEO Burke is executed by which can in the stits of the	inued to inco zable compa l'above-mark gram, the po dify the cap based benerably paid exc pected to re be costly to Yes	rease NEO pay ny contribution et" interest ac- otential impac- and the progrifit and are inco- ecutives, parti- tire in 2020, to shareholders in Against	or by many millions in 2019. To ans in 2020 and imposing a caccuring account. However, with the first change is not clear arm has not been closed to monsistent with market practic cularly as many companies hithe company continued to have in terms of overall compensations.  For company's lobbying-related	The ap hile ew e. ave ve a tion	For			
6	Voting Policy Rationale: A vote AGAINST this propose the year in review, problematic above-market interescompany did take certain steps to address the issue on the portion of deferred compensation that can be the company states this will significantly lower benefitor the disclosure. The company also has discretion participants. Above-market interest payments are no Shareholders may question the need for supplement frozen or eliminated such programs. Lastly, although structure where there are two highly-paid NEOs for a expense.  Report on Lobbying Payments and Policy  Voting Policy Rationale: A vote FOR this resolution is practices and policies, such as its trade association of the supplemental process.	st payments cont. by eliminating size invested in the stits under the pro- in to waive or modet a performance- al benefits for high NEO Burke is executed by which can in the stits of the	inued to inco zable compa l'above-mark gram, the po dify the cap based benerably paid exc pected to re be costly to Yes	rease NEO pay ny contribution et" interest ac- otential impac- and the progrifit and are inco- ecutives, parti- tire in 2020, to shareholders in Against	or by many millions in 2019. To ans in 2020 and imposing a caccuring account. However, with the first change is not clear arm has not been closed to monsistent with market practic cularly as many companies hithe company continued to have in terms of overall compensations.  For company's lobbying-related	The ap hile ew e. ave ve a tion	For			
	Voting Policy Rationale: A vote AGAINST this proposite year in review, problematic above-market interest company did take certain steps to address the issue on the portion of deferred compensation that can be the company states this will significantly lower benefitor the disclosure. The company also has discretion participants. Above-market interest payments are no Shareholders may question the need for supplement frozen or eliminated such programs. Lastly, although structure where there are two highly-paid NEOs for a expense.  Report on Lobbying Payments and Policy  Voting Policy Rationale: A vote FOR this resolution is practices and policies, such as its trade association in management of related risks.	st payments cont by eliminating size invested in the " fits under the pro- in to waive or mode at a performance- al benefits for hig NEO Burke is ex 2019, which can in SH warranted, as ad memberships and	inued to inco zable compa l'above-mark gram, the pi dify the cap based bener phly paid exe pected to re be costly to Yes dditional rep payments, i	rease NEO pay ny contributio et" interest ac otential impac and the progri fit and are ince ecutives, parti titre in 2020, t shareholders i  Against  Against  Against	or by many millions in 2019. The sin 2020 and imposing a caperaring account. However, with of this change is not clear am has not been closed to monistent with market practic cularly as many companies in the company continued to have in terms of overall compensation for company's lobbying-related shareholders in assessing its	The ap hile ew e. ave ve a tion For				

**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

Instructed

05/22/2020

Name

Auto-Approved

Name

Date

Approved

05/22/2020

**Votable Shares** 

4,201

**Shares Voted** 

4,201



### **Comcast Corporation**

Total Shares: 4,201 4,201

### CoStar Group, Inc.

Meeting Date: 06/03/2020 Record Date: 04/08/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: CSGP	: 22160N109	<b>Meeting ID:</b> 1426169
Primary CUSIP: 22160N109	Primary ISIN: US22160N1090		Primary SEDOL: 226286	4	Proxy Level: 3
	Shares Voted: 1,398	Votable Shares	: 1,398	*Shares on Loan: 0	Shares Instructed: 1,398
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	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 Andrew C. Florance	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1c	Elect Director Laura Cox Kaplan	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 Michael J. Glosserman	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 John W. Hill	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 Robert W. Musslewhite	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 Christopher J. Nassetta	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 Louise S. Sams	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	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: A vote FOR this item is warrante purposes.	ed because no	ne of the fe	es paid to the a	auditor are for non-audit							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For					
	Voting Policy Rationale: Although some concerns are no	ted a vote FC	R this prope	Victing Policy Pationale: Although come concerns are noted a vote EOP this proposal is warranted as new and performance are								

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.



### **CoStar 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
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/20/2020	Auto-Approved	05/20/2020	1,398	1,398
						Total Shares:	1,398	1,398

### **Devon Energy Corporation**

Meeting Date: 06/03/2020 Record Date: 04/06/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: DVN	rrity ID: 25179M103	Meeting ID: 1424509
Primary CUSIP: 25179M103	Primary ISIN: US25179M1036	Primary SEDOI	<b>:</b> 2480677	Proxy Level: 3
	Shares Voted: 1,205	Votable Shares: 1,205	*Shares on Loan: 0	Shares Instructed: 1,205
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 Barbara M. Baumann	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: The board does not include at le nominee is employed full-time and sits on boards at mo		,		of the board is diverse.The						
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 least one minority 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 least one minority 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 minor	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 minor	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 minor	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.						



### **Devon Energy Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.10	Elect Director Keith O. Rattie	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include a	at least one mind	rity director	Less than 30%	6 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 a	at least one mind	rity director	Less than 30%	6 of the board is diverse.		
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warra non-audit purposes.	anted because le	ss than one	percent of the	fees paid to the auditor are f	or	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this propose pension plan to one NEO in connection with his retire additional years of age credit is considered to be a pican produce a significant cost to shareholders that is	ement and to a se roblematic pay p	econd NEO i ractice by m	in connection was	vith his promotion. Providing as this enhancement to bene		

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	05/19/2020	Auto-Approved	05/19/2020	1,120	1,120
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/19/2020	Auto-Approved	05/19/2020	85	85
						Total Shares:	1,205	1,205

### **Monster Beverage Corporation**

payouts if absolute TSR is negative.

Meeting Date: 06/03/2020 Record Date: 04/13/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: MNST	61174X109	<b>Meeting ID:</b> 1424201
Primary CUSIP: 61174X109	Primary ISIN: US61174X1090		Primary SEDOL: BZ07BW	14	Proxy Level: 3
Total Ballots: 3	Shares Voted: 8,635 Voting Policy: UUA	Votable Shares	: 8,635	*Shares on Loan: 0	Shares Instructed: 8,635

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
1.1	Elect Director Rodney C. Sacks	Mgmt	Yes	For	For	Withhold	Withhold				
	Voting Policy Rationale: Less than 30% of the board is diverse. The board does not include at least one minority director.										
1.2	Elect Director Hilton H. Schlosberg	Mgmt	Yes	For	For	Withhold	Withhold				

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

sufficiently mitigated for the year in review. The CEO received an above-target payout under an STI program for which certain target goals were set below last year's attained performance results without a corresponding reduction in payout opportunity. In addition, goal rigor concerns are noted under the LTI program, as the relative TSR metric does not maintain a cap on



### **Monster Beverage Corporation**

1.3 Elect Director Mark J. Hall  Voting Policy Rationale: Less than 30% of the I  1.4 Elect Director Kathleen E. Ciaramello  Voting Policy Rationale: Less than 30% of the I  1.5 Elect Director Gary P. Fayard  Voting Policy Rationale: Less than 30% of the I  and non-audit fees exceed 25% of the aggregate least one minority director.  1.6 Elect Director Jeanne P. Jackson  Voting Policy Rationale: Less than 30% of the I  1.7 Elect Director Steven G. Pizula  Voting Policy Rationale: Less than 30% of the I  and non-audit fees exceed 25% of the aggregate least one minority director.  1.8 Elect Director Benjamin M. Polk  Voting Policy Rationale: Less than 30% of the I  Elect Director Sydney Selati	Mgmt board is diverse. The bo Mgmt board is diverse. The no ate fees paid to the cor Mgmt board is diverse. The bo Mgmt	Yes  pard does no  Yes  pominee is an  mpany's exte	For  ot include at lea  For  incumbent me ernal auditor.T.  For	For ast one minority director. For ember of the audit committee		Withhol
<ol> <li>Elect Director Kathleen E. Ciaramello         Voting Policy Rationale: Less than 30% of the Interest of the Interest of Inter</li></ol>	Mgmt board is diverse. The bo Mgmt board is diverse. The no ate fees paid to the cor Mgmt board is diverse. The bo Mgmt	Yes  pard does no  Yes  pominee is an  mpany's exte	For  ot include at lea  For  incumbent me ernal auditor.T.  For	For  ast one minority director.  For  ember of the audit committee the board does not include at	Withhold	Withhold
<ul> <li>Voting Policy Rationale: Less than 30% of the and non-audit fees exceed 25% of the aggregatest one minority director.</li> <li>1.6 Elect Director Jeanne P. Jackson</li> <li>Voting Policy Rationale: Less than 30% of the aggregatest one minority director.</li> <li>1.6 Elect Director Jeanne P. Jackson</li> <li>Voting Policy Rationale: Less than 30% of the and voting Policy Rationale: Less than 30% of the and non-audit fees exceed 25% of the aggregatest one minority director.</li> <li>1.8 Elect Director Benjamin M. Polk</li> <li>Voting Policy Rationale: Less than 30% of the aggregatest one minority director.</li> </ul>	board is diverse. The bo Mgmt board is diverse. The no ate fees paid to the cor Mgmt board is diverse. The bo	Yes  minee is an impany's exte	For include at least to the second of the se	ast one minority director.  For  ember of the audit committee the board does not include at	Withhold	Withhold
<ul> <li>1.5 Elect Director Gary P. Fayard</li> <li>Voting Policy Rationale: Less than 30% of the and non-audit fees exceed 25% of the aggregateast one minority director.</li> <li>1.6 Elect Director Jeanne P. Jackson</li> <li>Voting Policy Rationale: Less than 30% of the and non-audit fees exceed 25% of the aggregateast one minority director.</li> <li>1.8 Elect Director Benjamin M. Polk</li> <li>Voting Policy Rationale: Less than 30% of the and non-audit fees exceed 25% of the aggregateast one minority director.</li> <li>1.8 Elect Director Benjamin M. Polk</li> </ul>	Mgmt board is diverse. The no ate fees paid to the cor  Mgmt board is diverse. The bo	Yes ominee is an mpany's exte Yes	For n incumbent mo ernal auditor.T.	For ember of the audit committee the board does not include at	9	
Voting Policy Rationale: Less than 30% of the and non-audit fees exceed 25% of the aggregateast one minority director.  1.6 Elect Director Jeanne P. Jackson  Voting Policy Rationale: Less than 30% of the and policy Rationale: Less than 30% of the and non-audit fees exceed 25% of the aggregateast one minority director.  1.8 Elect Director Benjamin M. Polk  Voting Policy Rationale: Less than 30% of the and poli	board is diverse. The no ate fees paid to the cor Mgmt board is diverse. The bo	ominee is an mpany's exte Yes	n incumbent me ernal auditor.T.	ember of the audit committee the board does not include at	9	
and non-audit fees exceed 25% of the aggregatest one minority director.  1.6 Elect Director Jeanne P. Jackson  Voting Policy Rationale: Less than 30% of the aggregatest one minority director.  1.7 Elect Director Steven G. Pizula  Voting Policy Rationale: Less than 30% of the aggregatest one minority director.  1.8 Elect Director Benjamin M. Polk  Voting Policy Rationale: Less than 30% of the aggregatest one minority director.	ate fees paid to the cor Mgmt board is diverse. The bo Mgmt	mpany's exte	ernal auditor.T.	he board does not include at		MCALL - L
<ul> <li>Voting Policy Rationale: Less than 30% of the analysis of the analysi</li></ul>	board is diverse.The bo			For	Withhold	Marklele ellel
<ul> <li>1.7 Elect Director Steven G. Pizula</li> <li>Voting Policy Rationale: Less than 30% of the and non-audit fees exceed 25% of the aggregateast one minority director.</li> <li>1.8 Elect Director Benjamin M. Polk</li> <li>Voting Policy Rationale: Less than 30% of the analysis of t</li></ul>	Mgmt	oard does no				Withhold
Voting Policy Rationale: Less than 30% of the and non-audit fees exceed 25% of the aggregatest one minority director.  1.8 Elect Director Benjamin M. Polk  Voting Policy Rationale: Less than 30% of the angles of			ot include at le	ast one minority director.		
and non-audit fees exceed 25% of the aggregates least one minority director.  1.8 Elect Director Benjamin M. Polk  Voting Policy Rationale: Less than 30% of the least one minority director.	hoard is diverse The n	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the I						
- '	Mgmt	Yes	For	For	Withhold	Withhold
1.9 Elect Director Sydney Selati	board is diverse.The bo	oard does no	ot include at le	ast one minority director.		
	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the and non-audit fees exceed 25% of the aggregatest one minority director.						
1.10 Elect Director Mark S. Vidergauz	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the I	board is diverse.The bo	oard does no	ot include at le	ast one minority director.		
2 Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: A vote AGAINST the ra represent 34.44 percent of the total fees receiv independence of the auditor.	•	•	-			
3 Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this propose the company engaged with shareholders and n incentive awards consisted of discretionary bor incentive awards based on pre-set metrics and	made meaningful chang	ges to the ex equity, beg	xecutive compe inning in 2020	ensation program. While 2019 executives will receive annua	9	
4 Approve Omnibus Stock Plan	_	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	05/21/2020	Auto-Approved	05/21/2020	235	235
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/21/2020	Auto-Approved	05/21/2020	8,313	8,313



### **Monster Beverage Corporation**

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	05/21/2020	Auto-Approved	05/21/2020	87	87
						Total Shares:	8,635	8,635

### **New York Community Bancorp, Inc.**

Meeting Date: 06/03/2020 Record Date: 04/07/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: NYCE	curity ID: 649445103	Meeting ID: 1426260
Primary CUSIP: 649445103	<b>Primary ISIN:</b> US6494451031	Primary SEDO	<b>DL:</b> 2711656	Proxy Level: 3
	Shares Voted: 737	Votable Shares: 737	*Shares on Loan: 0	Shares Instructed: 737
Total Ballots: 1	Voting Policy: UUA			

Voting Policy Rationale: Less than 30% of the board is diverse.  1b Elect Director Leslie D. Dunn Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse.  1c Elect Director Lawrence Rosano, Jr. Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse.  1d Elect Director Robert Wann Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse.  2 Ratify KPMG LLP as Auditors Mgmt Yes For For For For For For For Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.  3 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For For Officers' Compensation  Voting Policy Rationale: A vote FOR this proposal is warranted. The increase in CEO pay is partially due to the absence of equity awards in the prior year (as the company was redesigning the program to incorporate shareholder feedback). Although the annual earnings target was set below last year's achieved result, the annual incentive structure is 100 percent based on objective performance, with the relative metrics targeting above-median performance. In addition, STI payouts may only be adjusted upward if TSR is positive and ranks in the top quartile of peers. Long-term equity awards are predominantly performance-based with forward-looking, multi-year goals disclosed. The LTI metrics target above-median performance.	Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct				
Elect Director Leslie D. Dunn Mgmt Yes For For Against Against  Voting Policy Rationale: Less than 30% of the board is diverse.  1c Elect Director Lawrence Rosano, Jr. Mgmt Yes For For Against Against  Voting Policy Rationale: Less than 30% of the board is diverse.  1d Elect Director Robert Wann Mgmt Yes For For Against Against  Voting Policy Rationale: Less than 30% of the board is diverse.  2 Ratify KPMG LLP as Auditors Mgmt Yes For	1a	Elect Director Dominick Ciampa	Mgmt	Yes	For	For	Against	Against				
Voting Policy Rationale: Less than 30% of the board is diverse.  1c Elect Director Lawrence Rosano, Jr. Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse.  1d Elect Director Robert Wann Mgmt Yes For For Against Against Voting Policy Rationale: Less than 30% of the board is diverse.  2 Ratify KPMG LLP as Auditors Mgmt Yes For For For For For For Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.  3 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For Officers' Compensation  Voting Policy Rationale: A vote FOR this proposal is warranted. The increase in CEO pay is partially due to the absence of equity awards in the prior year (as the company was redesigning the program to incorporate shareholder feedback). Although the annual earnings target was set below last year's achieved result, the annual incentive structure is 100 percent based on objective performance, with the relative metrics targeting above-median performance. In addition, STI payouts may only be adjusted upward if TSR is positive and ranks in the top quartile of peers. Long-term equity awards are predominantly performance-based with forward-looking, multi-year goals disclosed. The LTI metrics target above-median performance.		Voting Policy Rationale: Less than 30% of the board is a	liverse.									
Elect Director Lawrence Rosano, Jr. Mgmt Yes For For Against Against  Voting Policy Rationale: Less than 30% of the board is diverse.  1d Elect Director Robert Wann Mgmt Yes For For Against Against  Voting Policy Rationale: Less than 30% of the board is diverse.  2 Ratify KPMG LLP as Auditors Mgmt Yes For For For For For For  Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.  3 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For Officers' Compensation  Voting Policy Rationale: A vote FOR this proposal is warranted. The increase in CEO pay is partially due to the absence of equity awards in the prior year (as the company was redesigning the program to incorporate shareholder feedback). Although the annual earnings target was set below last year's achieved result, the annual incentive structure is 100 percent based on objective performance, with the relative metrics targeting above-median performance. In addition, STI payouts may only be adjusted upward if TSR is positive and ranks in the top quartile of peers. Long-term equity awards are predominantly performance-based with forward-looking, multi-year goals disclosed. The LTI metrics target above-median performance.	1b	Elect Director Leslie D. Dunn	Mgmt	Yes	For	For	Against	Against				
Voting Policy Rationale: Less than 30% of the board is diverse.  1d Elect Director Robert Wann Mgmt Yes For For Against Against  Voting Policy Rationale: Less than 30% of the board is diverse.  2 Ratify KPMG LLP as Auditors Mgmt Yes For For For For For  Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.  3 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For Officers' Compensation  Voting Policy Rationale: A vote FOR this proposal is warranted. The increase in CEO pay is partially due to the absence of equity awards in the prior year (as the company was redesigning the program to incorporate shareholder feedback). Although the annual earnings target was set below last year's achieved result, the annual incentive structure is 100 percent based on objective performance, with the relative metrics targeting above-median performance. In addition, STI payouts may only be adjusted upward if TSR is positive and ranks in the top quartile of peers. Long-term equity awards are predominantly performance-based with forward-looking, multi-year goals disclosed. The LTI metrics target above-median performance.		Voting Policy Rationale: Less than 30% of the board is diverse.										
Elect Director Robert Wann Mgmt Yes For For Against Against  Voting Policy Rationale: Less than 30% of the board is diverse.  Ratify KPMG LLP as Auditors Mgmt Yes For	1c	Elect Director Lawrence Rosano, Jr. Mgmt Yes For For Against Against										
<ul> <li>Voting Policy Rationale: Less than 30% of the board is diverse.</li> <li>Ratify KPMG LLP as Auditors</li></ul>		Voting Policy Rationale: Less than 30% of the board is a	liverse.									
2 Ratify KPMG LLP as Auditors Mgmt Yes For For For For For For For For Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.  3 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For Officers' Compensation  Voting Policy Rationale: A vote FOR this proposal is warranted. The increase in CEO pay is partially due to the absence of equity awards in the prior year (as the company was redesigning the program to incorporate shareholder feedback). Although the annual earnings target was set below last year's achieved result, the annual incentive structure is 100 percent based on objective performance, with the relative metrics targeting above-median performance. In addition, STI payouts may only be adjusted upward if TSR is positive and ranks in the top quartile of peers. Long-term equity awards are predominantly performance-based with forward-looking, multi-year goals disclosed. The LTI metrics target above-median performance.	1d	Elect Director Robert Wann	Mgmt	Yes	For	For	Against	Against				
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.  3 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For Officers' Compensation  Voting Policy Rationale: A vote FOR this proposal is warranted. The increase in CEO pay is partially due to the absence of equity awards in the prior year (as the company was redesigning the program to incorporate shareholder feedback). Although the annual earnings target was set below last year's achieved result, the annual incentive structure is 100 percent based on objective performance, with the relative metrics targeting above-median performance. In addition, STI payouts may only be adjusted upward if TSR is positive and ranks in the top quartile of peers. Long-term equity awards are predominantly performance-based with forward-looking, multi-year goals disclosed. The LTI metrics target above-median performance.		Voting Policy Rationale: Less than 30% of the board is a	liverse.									
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 increase in CEO pay is partially due to the absence of equity awards in the prior year (as the company was redesigning the program to incorporate shareholder feedback). Although the annual earnings target was set below last year's achieved result, the annual incentive structure is 100 percent based on objective performance, with the relative metrics targeting above-median performance. In addition, STI payouts may only be adjusted upward if TSR is positive and ranks in the top quartile of peers. Long-term equity awards are predominantly performance-based with forward-looking, multi-year goals disclosed. The LTI metrics target above-median performance.	2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For				
Officers' Compensation  Voting Policy Rationale: A vote FOR this proposal is warranted. The increase in CEO pay is partially due to the absence of equity awards in the prior year (as the company was redesigning the program to incorporate shareholder feedback). Although the annual earnings target was set below last year's achieved result, the annual incentive structure is 100 percent based on objective performance, with the relative metrics targeting above-median performance. In addition, STI payouts may only be adjusted upward if TSR is positive and ranks in the top quartile of peers. Long-term equity awards are predominantly performance-based with forward-looking, multi-year goals disclosed. The LTI metrics target above-median performance.		- ,	ed because les	ss than one ,	percent of the	fees paid to the auditor are fo	r					
equity awards in the prior year (as the company was redesigning the program to incorporate shareholder feedback). Although the annual earnings target was set below last year's achieved result, the annual incentive structure is 100 percent based on objective performance, with the relative metrics targeting above-median performance. In addition, STI payouts may only be adjusted upward if TSR is positive and ranks in the top quartile of peers. Long-term equity awards are predominantly performance-based with forward-looking, multi-year goals disclosed. The LTI metrics target above-median performance.	3	,	Mgmt	Yes	For	For	For	For				
4 Fliminate Supermajority Vote Requirement Mont Yes For For For For		equity awards in the prior year (as the company was re- the annual earnings target was set below last year's act objective performance, with the relative metrics targetin adjusted upward if TSR is positive and ranks in the top	designing the nieved result, t ng above-medi quartile of pee	program to i the annual in ian performa ers. Long-ter	incorporate sha ncentive structa nce. In addition or equity awar	n, n, n, eriologe (a. ). Although ure is 100 percent based on on, STI payouts may only be ds are predominantly						
I Eliminate Supermajority Vote Requirement Tight 165 161 161	4	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For				

Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.



### **New York Community Bancorp, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Scorece	ard evaluation	(EPSC), a v	ote FOR this p	roposal is warranted.		
6	Declassify the Board of Directors	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warra	anted because	the declass	sification would	enhance board accountability	<i>.</i>	
7	Establish Term Limits for Directors	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is be in the best interests of all shareholders, and there are			,	,		

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	05/18/2020	Auto-Approved	05/18/2020	737	737
						Total Shares:	737	737

### Penumbra, Inc.

Cita	ilibra, file.									
Meeting Date: 06/03/2020 Country: USA Record Date: 04/15/2020 Meeting Type: Anni Primary CUSIP: 70975L107 Primary ISIN: US7097 Shares Voted: 922		nual		Primar Ticker:	y Security ID	: 70975L107	Meeting ID: 1425416			
		Primary ISIN: US709	ary ISIN: US70975L1070			SEDOL: BZ0V20	1	Proxy Level: 3		
		Shares Voted: 922		Votable Shares: 922			*Shares on Loan: 0		Shares Instructed: 922	
Total Ballots: 1		Voting Policy: UUA	Voting Policy: UUA							
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy		action	
1.1	Elect Director Arani Bose		Mgmt	Yes	For	Withhold	Withho	old Withh	Withhold	

Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Arani Bose and Bridget O'Rourke given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR director nominee Surbhi Sarna is warranted. There is gender and racial diversity on the board. There is at least 30 percent diversity.

1.2 Elect Director Bridget O'Rourke Mgmt Yes For Withhold Withhold Withhold

Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Arani Bose and Bridget O'Rourke given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR director nominee Surbhi Sarna is warranted. There is gender and racial diversity on the board. There is at least 30 percent diversity.

1.3 Elect Director Surbhi Sarna Mgmt Yes For For For For

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



Meeting ID: 1424789

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### Penumbra, Inc.

Proposal

lumber	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
2	Ratify Deloitte & Touche LLP	as Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warra	nted because or	nly 10.84 pe	rcent of the fee	s paid to the a	auditor are for				
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.		a vote FOR this	proposal is	warranted as p	ay and perfori	mance are				
Ballot D	<b>Details</b>										
	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	05/12/2020	Auto-Approved	05/12/2020		922	922
								Total Shares	. ===	922	922

Primary Security ID: 90138F102

Ticker: TWLO

Voting

Vote

Votable

#### Twilio Inc.

Meeting Date: 06/03/2020

**Record Date:** 04/06/2020

Country: USA

Meeting Type: Annual

	USIP: 90138F102	Pilliary 151N: 0590136	90138F1021 Primary SED			SEDOL: BD6P5Q0	EDOL: BD6P5Q0		
		Shares Voted: 3,895		Votable Sh	nares: 3,895	*Shares or	Loan: 0	Shares Instructed: 3,895	
otal Ballots: 1		Voting Policy: UUA							
Proposal lumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.1	Elect Director Richard Dalzell  Voting Policy Rationale: The boar director nominees Richard Dalzell sunset requirement, the superma	l, Jeffrey Immelt, and E	rika Rottenbe	rg given the	board's failure	to remove, or subject to a	Withhold	Withhold	
1.1	Voting Policy Rationale: The boar director nominees Richard Dalzeli	l, Jeffrey Immelt, and E njority vote requirement	east one mino Trika Rottenbe t to enact cert	rity director. rg given the	WITHHOLD vo	tes are warranted for the to remove, or subject to a		Withhold	
	Voting Policy Rationale: The boar director nominees Richard Dalzeli sunset requirement, the superma classified board, each of which ac	l, Jeffrey Immelt, and E gjority vote requirement dversely impacts sharef and does not include at le l, Jeffrey Immelt, and E gjority vote requirement	east one mino rika Rottenbe to enact cert nolder rights.  Mgmt east one mino rika Rottenbe t to enact cert	rity director. rg given the ain changes Yes rity director. rg given the	WITHHOLD vo board's failure to the governi For WITHHOLD vo board's failure	tes are warranted for the to remove, or subject to a ng documents and the  Withhold  tes are warranted for the to remove, or subject to a	7 Withhold		

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.



Voting

**Total Shares:** 

3,895

**Meeting ID:** 1425061

3,895

Vote

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### Twilio Inc.

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction		
2	Ratify KPMG LLP as Auditor	r'S	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vo										
3	Advisory Vote to Ratify Nan Officers' Compensation	ned Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A voc equity, concerns are noted in significantly higher than the product officer are also sizal magnified given that no part relatively low, the COO's and	egarding the magnitude a median for total CEO pay ble, totaling \$29.76 million t of the LTI program is bas	and structure of l v in the company n per ISS valuation nsed on performa	LTI awards. 's peer grou on. The condition	The CEO's FY1 up. The sign-on cern surroundir	19 equity grant awards to the ng award magi	nt value alone is e incoming chief nnitudes is				
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Voi	table Shares	Shares Voted
Sands Car											Silares voted

Votable

### **Visteon Corporation**

Country: USA

Meeting Date: 06/03/2020

Record Date: 04/09/2020		Meeting Type: Ann	ual		Ticker:	VC			
Primary C	<b>CUSIP:</b> 92839U206	Primary ISIN: US9283	39U2069		Primary	SEDOL: B4N0JJ6		Pr	Proxy Level: 3
		Shares Voted: 113		Votable Si	hares: 113	*Shares o	on Loan: 0	Sh	nares Instructed: 113
otal Ball	ots: 1	Voting Policy: UUA							
Proposal lumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	n
1a	Elect Director James J. Barres	e	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There	is gender and racial dive	rsity on the bo	pard. There is	is at least 30 p	ercent diversity.			
1b	Elect Director Naomi M. Bergn	nan	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The no aggregate fees paid to the compercent diversity.								
1c	Elect Director Jeffrey D. Jones		Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: There is	s gender and racial dive	rsity on the bo	pard. There is	is at least 30 p	ercent diversity.			

Primary Security ID: 92839U206



### **Visteon Corporation**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on		
1e	Elect Director Joanne M. Maguire	2	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: There is g	nender and racial dive	rsity on the bo	pard. There i	is at least 30 pe	ercent diversity	<i>'.</i>					
1f	Elect Director Robert J. Manzo		Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: The nominaggregate fees paid to the compapercent diversity.											
1g	Elect Director Francis M. Scricco		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: There is g	nender and racial dive	rsity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'</i> .					
1h	Elect Director David L. Treadwell		Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: The nominaggregate fees paid to the compapublic companies. There is gender	ny's external auditor.	The nominee is	s employed	full-time and si	its on boards a						
1i	Elect Director Rouzbeh Yassini-Fa	ard	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: There is g	nender and racial dive	rsity on the bo	ard. There	is at least 30 pe	ercent diversity	<i>'.</i>					
2	Ratify Ernst & Young LLP as Aud	itors	Mgmt	Yes	For	For		Against	Against			
	Voting Policy Rationale: A vote AC represent 27.25 percent of the tolindependence of the auditor.			•	-							
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 perforr	mance are reas	onably aligned	and no					
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: Based on	the Equity Plan Score	card evaluatio	n (EPSC), a	vote FOR this	proposal is wai	rranted.					
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	SI	ares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/11/2020	Auto-Approved	05/11/2020		113		113
								Total Shares:		113		113

### **Walmart Inc.**

Meeting Date: 06/03/2020 Record Date: 04/09/2020	Country: USA Meeting Type: Annual	Primary Security ID: 931142103 Ticker: WMT	Meeting ID: 1425446
<b>Primary CUSIP:</b> 931142103	<b>Primary ISIN:</b> US9311421039	Primary SEDOL: 2936921	Proxy Level: 4



#### **Walmart Inc.**

non-audit purposes.

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 Instructi		
1a	Elect Director Cesar Conde	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 Timothy P. Flynn	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 Sarah J. Friar	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 Carla A. Harris	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 Thomas W. Horton	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	ler			
1f	Elect Director Marissa A. Mayer	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 C. Douglas McMillon	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 Gregory B. Penner	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.				
<b>1</b> i	Elect Director Steven S Reinemund	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 S. Robson Walton	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 Steuart L. Walton	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.								
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		



70

70

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### **Walmart Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
4	Amend Qualified Employee Stock Plan	Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO. is broad-based and non-contention		anted because	e:- The tern	ns of the plan a	are reasonable,	: and- The plan				
5	Report on Impacts of Single-Use	Plastic Bags	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FO. how the company will meet its sus well as the environmental impacts	stainability commitment	ts while contil	nuing to dis	tribute single-u	se plastic shop	pping bags, as	t			
6	Report on Supplier Antibiotics Us	e Standards	SH	Yes	Against	Against		For	For		
7	Voting Policy Rationale: A vote FO. towards antibiotic-free meat and p contributing to the global problem and disclosure on managing its ris.  Adopt Policy to Include Hourly As	noultry as the science no of antibiotic resistance ks associated with supp	nore clearly si e; and- Walma	hows that th art does not	he routine use	of antibiotics in	n food farms is	For	For		
,	Director Candidates	sociates as	511	103	Agamot	riganise		101	101		
	Voting Policy Rationale: A vote FO oversight of issues related to Waln			ourly associ	iate director wo	ould enable mo	ore robust				
8	Report on Strengthening Prevent Workplace Sexual Harassment	ion of	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FO. policies could help shareholders be	, ,				ompany s sexu	ual harassment				
Ballot D	Petails										
	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	05/21/2020	Auto-Approved	05/21/2020		70	70

1a

Elect Director Reed Hastings

Netflix, Inc.					
Meeting Date: 06/04/2020	Country: USA	Primary S	Security ID: 64110L106	<b>Meeting ID:</b> 1424436	
<b>Record Date:</b> 04/08/2020	Meeting Type: Annual	Ticker: NF	FLX		
Primary CUSIP: 64110L106	Primary ISIN: US64110L1061	Primary SE	<b>DOL:</b> 2857817	Proxy Level: 3	
	Shares Voted: 4,370	Votable Shares: 4,370	*Shares on Loan: 0	Shares Instructed: 4,370	
Total Ballots: 1	Voting Policy: UUA				
Proposal		Votable	Voting	Vote	
Number Proposal Text	Proponent	Proposal Mgmt Rec	ISS Rec Policy Rec	Instruction	

For

**Total Shares:** 

Withhold

Withhold

Yes

Mgmt

Withhold

#### **Vote Summary Report**



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Netflix, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: The board's enhanced transpare: engagement efforts do not rise to a level that meaningfu governance issues. As such, WITHHOLD votes are warra: full-board WITHHOLD recommendation, a cautionary vot Doepfner would be warranted, as the degree of responsi Shareholders may expect more robust responsiveness go both gender and racial diversity on the board. There is at	lly addresses nted for all inc e FOR incumb veness to last ving forward s	years of ina cumbent dii pent directo year's low hould say-o	action on the parector nomineer or compensation on-pay supen-pay supen- on-pay opposition	art of the board on critical is.In the absence of the in committee member Mathias oport appears limited.		
1b	Elect Director Jay C. Hoag	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-tinenhanced transparency on its corporate governance phile meaningfully addresses years of inaction on the part of twarranted for all incumbent director nominees. In the abstrong incumbent director compensation committee members responsiveness to last year's low say-on-pay support appropriate forward should say-on-pay opposition remain significated at least 30 percent diversity.	osophy and sh he board on c sence of the fi er Mathias Do ears limited	nareholder e ritical gover ull-board W. epfner wou Shareholder	engagement ef rnance issues. ITHHOLD reco ld be warrante rs may expect i	forts do not rise to a level that As such, WITHHOLD votes are mmendation, a cautionary vote d, as the degree of more robust responsiveness		
1c	Elect Director Mathias Dopfner	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board's enhanced transpare, engagement efforts do not rise to a level that meaningfu governance issues. As such, WITHHOLD votes are warranfull-board WITHHOLD recommendation, a cautionary vot Doepfner would be warranted, as the degree of responsis Shareholders may expect more robust responsiveness go both gender and racial diversity on the board. There is at	lly addresses nted for all inc e FOR incumb veness to last ving forward s	years of ina cumbent dii pent directo year's low hould say-o	action on the parector nomineer or compensation on-pay supen-pay supen- on-pay opposition	art of the board on critical is.In the absence of the in committee member Mathias oport appears limited.		
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of represent 37.22 percent of the total fees received by the independence of the auditor.	-	-	_			
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: While the compensation committed disclosure following last year's low vote support, shareho is unclear whether disclosure improvements alone have sconcerns regarding the magnitude and structure of pay pfully-vested option awards. While the board sets NEO tot which their pay is delivered (allocated at their choosing to base salaries for the year in review one NEO's base salar median of total pay of CEO peers. CEO Hastings received improved disclosure of its stock option grant mechanics, receiving the majority of their compensation in cash, while performance-vesting criteria on incentive pay eliminates these ongoing concerns, a vote AGAINST this proposal is	Iders' feedbac cufficiently add programs at N al pay levels i petween base ary alone total vested option there are no s ch was the ca the at-risk nai	ck and conc dressed sha letflix. NEO for the year, salary and led \$18 mill ins totaling i safeguards ise for certa	erns are discloperens are disclopereholder concepts on the NEOs the vested options, which alor more than \$39 in place that whin NEOs in FY2	sed in vague terms. As such, it erns. There are significant f base salaries and grants of mselves select the form in ). This has resulted in excessive the is comparable with the million. While the company yould prevent NEOs from 2019. The lack of any time- or		
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Scorece	ard evaluation	(EPSC), a	vote FOR this p	proposal is warranted.		

those contributions would allow shareholders to better assess related risks.



4,370

4,370

4,370

4,370

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Netflix, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
6	Adopt Simple Majority Vote		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FO. would enhance shareholders' right	, ,	anted given ti	hat eliminati	ion of the supe	rmajority vote	requirement				
7	Report on Risks of Omitting View Ideology from EEO Policy	point and	SH	Yes	Against	Against		Against	Against		
	Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to be taking appropriate steps to protect itself against risks related to discrimination based on political ideology or viewpoint.										
Ballot 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

Auto-Instructed

05/22/2020 Auto-Approved

05/22/2020

Total Shares:

### **PBF Energy Inc.**

Sands Capital Mgnt, 6728029078

6728029078

Confirmed

Meeting Date: 06/04/2020 Record Date: 04/06/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: PBF	rity ID: 69318G106	Meeting ID: 1422918
Primary CUSIP: 69318G106	<b>Primary ISIN:</b> US69318G1067	Primary SEDOL	<b>:</b> B7F4TJ7	Proxy Level: 3
	Shares Voted: 1,214	Votable Shares: 1,214	*Shares on Loan: 0	Shares Instructed: 1,214
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 Thomas J. Nimbley	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 pe	ercent diversity.		
1B	Elect Director Spencer Abraham	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 pt	ublic companies.There is	gender	
1C	Elect Director Wayne Budd	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 pe	ercent diversity.		
1D	Elect Director Karen Davis	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 pe	ercent diversity.		
1E	Elect Director S. Eugene Edwards	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 pe	ercent diversity.		
1F	Elect Director William E. Hantke	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 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.



### **PBF Energy Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1G	Elect Director Edward Kosnik	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 Robert Lavinia	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 Kimberly S. Lubel	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 George E. Ogden	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 Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 8.20 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 warn operational performance. While the company's benchmalarger than PBF, the company stated in a supplemental the purposes contain significantly larger companies, the CEC average by at least 35 percent. In addition, the filing ind limited to +/- 20 percent of the formulaically determined below-median performance, long-term incentive awards period beginning with the FY20 grants.	rking peer gro filing that, to to O's target total dicated the pool of payout. Last	oups contain the extent the direct comp tential for di ly, while rela	o a number of p nat peer groups pensation will b scretionary adj ative TSR awar	neers that are significantly is used for benchmarking the discounted from the peer fustments to STI awards will b ds may be earned at target fo	e	

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	05/27/2020	Auto-Approved	05/27/2020	1,214	1,214
						Total Shares:	1,214	1,214

### **Sarepta Therapeutics, Inc.**

Meeting Date: 06/04/2020 Record Date: 04/13/2020	ecord Date: 04/13/2020 Meeting Type: Annual		Primary Security ID Ticker: SRPT	: 803607100	Meeting ID: 1424182
Primary CUSIP: 803607100			Primary SEDOL: B8DPDT7		Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,807 Votable Shares: Voting Policy: UUA		<b>::</b> 2,807	*Shares on Loan: 0	Shares Instructed: 2,807

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas S. Ingram	Mgmt	Yes	For	For	Against	Against



### **Sarepta Therapeutics, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
	Voting Policy Rationale: Less to	han 30% of the board i	s diverse.The bo	pard does no	ot include at lea	st one minorit	ty director.				
1.2	Elect Director Hans Wigzell		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less to nominee is employed full-time					st one minorit	ty director.The				
1.3	Elect Director Mary Ann Gray		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: Less to nominee is employed full-time					st one minorit	ty director.The				
2	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns were iden	, ,	arranted as pay	and perfori	mance are reaso	onably aligned	and no				
3	Increase Authorized Common	Stock	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote concerns about the company's		arranted given t	that the requ	uest is reasonal	ble and there a	are no substant	ial			
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based	on the Equity Plan Sco	recard evaluatio	n (EPSC), a	vote FOR this p	proposal is wa	rranted.			•	
5	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warra	nted because or	nly 18.47 pe	rcent of the fee	es paid to the a	auditor are for				
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	05/13/2020	Auto-Approved	05/13/2020		2,807	2,807
								Total Shares	: ====	2,807	2,807

### T-Mobile US, Inc.

Meeting Date: 06/04/2020 Record Date: 04/07/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: TMUS	urity ID: 872590104	<b>Meeting ID:</b> 1424185
<b>Primary CUSIP:</b> 872590104	<b>Primary ISIN:</b> US8725901040		<b>L:</b> B94Q9V0	Proxy Level: 3
	Shares Voted: 573	Votable Shares: 573	*Shares on Loan: 0	Shares Instructed: 573
Total Ballots: 1	Voting Policy: UUA			
Proposal		Votable	Voting \	/ote

Policy Rec Number **Proposal Text** Proponent Proposal Mgmt Rec ISS Rec Instruction 1.1 Elect Director Marcelo Claure Mgmt Yes For Withhold Withhold Withhold

Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee.



independence of the auditor.

### T-Mobile US, Inc.

Elect Director Srikant M. Datar  Voting Policy Rationale: The board is not majority independent one-audit fees exceed 25% of the aggregate fees pfull-time and sits on boards at more than 2 public competent public process. Elect Director Ronald D. Fisher  Voting Policy Rationale: The board is not majority independent public Policy Rationale: The board is not majority independent public Policy Rationale: The board is not majority independent public Policy Rationale: The board is not majority independent public Policy Rationale: The board is not majority independent public Policy Rationale: The board is not majority independent public Policy Rationale: The board is not majority independent public Companies.  Elect Director Christian P. Illek	maid to the containies.  Mgmt	Yes  Ominee is not Yes  Yes  Yes  Yes  Yes	For For <i>n-independen</i>	The nominee is employed  Withhold  It and sits on a key committe  Withhold	Withhold ee. Withhold	Withhold
and non-audit fees exceed 25% of the aggregate fees p full-time and sits on boards at more than 2 public compo- Elect Director Ronald D. Fisher  Voting Policy Rationale: The board is not majority indepo- Elect Director Srini Gopalan  Voting Policy Rationale: The board is not majority indepo- Elect Director Lawrence H. Guffey  Voting Policy Rationale: The board is not majority indepo- Elect Director Timotheus Hottges  Voting Policy Rationale: The board is not majority indepo- than 2 public companies.	maid to the containies.  Mgmt	Yes  Ominee is not Yes  Yes  Yes  Yes  Yes	For  n-independen  For  n-independen  For  For  For	The nominee is employed  Withhold  It and sits on a key committe  Withhold  It and sits on a key committee	Withhold ee. Withhold ee.	
Voting Policy Rationale: The board is not majority indeposite Elect Director Srini Gopalan  Voting Policy Rationale: The board is not majority indeposite Elect Director Lawrence H. Guffey  Voting Policy Rationale: The board is not majority indeposite Elect Director Timotheus Hottges  Voting Policy Rationale: The board is not majority indeposite Policy Rationale: The board is not majority indep	Mgmt  Mgmt  Mgmt  Mgmt  Mgmt  endent.  Mgmt	Yes  Ominee is not Yes  Yes  Yes	n-independen For n-independen For	nt and sits on a key committee Withhold It and sits on a key committee	Withhold	Withhold
Elect Director Srini Gopalan  Voting Policy Rationale: The board is not majority independent of the Director Lawrence H. Guffey  Voting Policy Rationale: The board is not majority independent of the Director Timotheus Hottges  Voting Policy Rationale: The board is not majority independent of the Director Timotheus Hottges  Voting Policy Rationale: The board is not majority independent of the Director Timotheus Hottges	Mgmt  endent.The no  Mgmt  endent.  Mgmt	Yes  ominee is no  Yes  Yes	For For For	Withhold  It and sits on a key committee	Withhold	Withhold
Voting Policy Rationale: The board is not majority indeposite Elect Director Lawrence H. Guffey  Voting Policy Rationale: The board is not majority indeposite Elect Director Timotheus Hottges  Voting Policy Rationale: The board is not majority indeposit than 2 public companies.	Mgmt Mgmt Mgmt Mgmt Mgmt	Yes Yes	<i>n-independen</i> For	nt and sits on a key committe	e.	
Elect Director Lawrence H. Guffey  Voting Policy Rationale: The board is not majority indeposite.  Elect Director Timotheus Hottges  Voting Policy Rationale: The board is not majority indeposit than 2 public companies.	Mgmt endent. Mgmt	Yes	For	•		Withhold
Voting Policy Rationale: The board is not majority indeposit of the policy Rationale: The board is not majority indeposit of the policy Rationale: The board is not majority indeposit of the public companies.	endent.  Mgmt	Yes		For	Withhold	Withhold
Elect Director Timotheus Hottges  Voting Policy Rationale: The board is not majority indepethan 2 public companies.	Mgmt		For			
Voting Policy Rationale: The board is not majority indeport than 2 public companies.			For			
than 2 public companies.	endent.The no			Withhold	Withhold	Withhold
Elect Director Christian P. Illek		ominee is en	nployed full-tin	me and sits on boards at mo	re	
	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority indep	endent.The no	ominee is no	n-independen	nt and sits on a key committe	ee.	
Elect Director Stephen Kappes	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board is not majority indep	endent.					
Elect Director Raphael Kubler	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority indep	endent.The no	ominee is no	n-independen	nt and sits on a key committe	e.	
Elect Director Thorsten Langheim	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority indep	endent.The no	ominee is no	n-independen	nt and sits on a key committe	ee.	
Elect Director G. Michael (Mike) Sievert	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority indep	endent.					
Elect Director Teresa A. Taylor	Mgmt	Yes	For	For	Withhold	Withhold
				nember of the audit committe	ee	
Elect Director Kelvin R. Westbrook	Mgmt	Yes	For	For	Withhold	Withhold
and non-audit fees exceed 25% of the aggregate fees p	paid to the con				ее	
Tull time and sits on boards at more than 2 public compe	Mgmt	Yes	For	For	Against	Against
	Elect Director Thorsten Langheim  Voting Policy Rationale: The board is not majority indep  Elect Director G. Michael (Mike) Sievert  Voting Policy Rationale: The board is not majority indep  Elect Director Teresa A. Taylor  Voting Policy Rationale: The board is not majority indep and non-audit fees exceed 25% of the aggregate fees p  Elect Director Kelvin R. Westbrook  Voting Policy Rationale: The board is not majority indep and non-audit fees exceed 25% of the aggregate fees p full-time and sits on boards at more than 2 public comp  Ratify PricewaterhouseCoopers LLP as	Elect Director Thorsten Langheim Mgmt  Voting Policy Rationale: The board is not majority independent. The not left Director G. Michael (Mike) Sievert Mgmt  Voting Policy Rationale: The board is not majority independent.  Elect Director Teresa A. Taylor Mgmt  Voting Policy Rationale: The board is not majority independent. The not and non-audit fees exceed 25% of the aggregate fees paid to the content Director Kelvin R. Westbrook Mgmt  Voting Policy Rationale: The board is not majority independent. The not and non-audit fees exceed 25% of the aggregate fees paid to the content of the content of the sex exceed 25% of the aggregate fees paid to the content of the sex exceed 25% of the aggregate f	Elect Director Thorsten Langheim Mgmt Yes  Voting Policy Rationale: The board is not majority independent. The nominee is not  Elect Director G. Michael (Mike) Sievert Mgmt Yes  Voting Policy Rationale: The board is not majority independent.  Elect Director Teresa A. Taylor Mgmt Yes  Voting Policy Rationale: The board is not majority independent. The nominee is an and non-audit fees exceed 25% of the aggregate fees paid to the company's externation of the company's externation of the policy Rationale: The board is not majority independent. The nominee is an and non-audit fees exceed 25% of the aggregate fees paid to the company's externation of the policy Rationale: The board is not majority independent. The nominee is an and non-audit fees exceed 25% of the aggregate fees paid to the company's external full-time and sits on boards at more than 2 public companies.  Ratify PricewaterhouseCoopers LLP as	Elect Director Thorsten Langheim Mgmt Yes For  Voting Policy Rationale: The board is not majority independent. The nominee is non-independent.  Elect Director G. Michael (Mike) Sievert Mgmt Yes For  Voting Policy Rationale: The board is not majority independent.  Elect Director Teresa A. Taylor Mgmt Yes For  Voting Policy Rationale: The board is not majority independent. The nominee is an incumbent mand non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.  Elect Director Kelvin R. Westbrook Mgmt Yes For  Voting Policy Rationale: The board is not majority independent. The nominee is an incumbent mand non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The full-time and sits on boards at more than 2 public companies.  Ratify PricewaterhouseCoopers LLP as Mgmt Yes For	Elect Director Thorsten Langheim Mgmt Yes For Withhold  Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee  Elect Director G. Michael (Mike) Sievert Mgmt Yes For Withhold  Voting Policy Rationale: The board is not majority independent.  Elect Director Teresa A. Taylor Mgmt Yes For For  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.  Elect Director Kelvin R. Westbrook Mgmt Yes For For  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. The nominee is employed full-time and sits on boards at more than 2 public companies.  Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For  Auditors	Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee.  Elect Director G. Michael (Mike) Sievert Mgmt Yes For Withhold Withhold Woting Policy Rationale: The board is not majority independent.  Elect Director Teresa A. Taylor Mgmt Yes For For Withhold Woting 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.  Elect Director Kelvin R. Westbrook Mgmt Yes For For Withhold Woting 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. The nominee is employed full-time and sits on boards at more than 2 public companies.  Ratify PricewaterhouseCoopers LLP as Mgmt Yes For For For Against



### T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is are tied to objective performance metrics, and program company entered into multiple employment agreement a new retention awards following the vesting and paymen Investors typically expect the payment of retention awar severance payments prior to the termination of his empl 2020 which value exceeds the target value of his full-year	outcomes are amendments v t of previous ' rds to be infre loyment, and a	consistent with the CFC "one-time" ra quent. The a a large cash	vith recent per O during 2019. etention award amendments a	formance. However, the This resulted in payment of Is granted in December 2017. Iso provided the executive with		
4	Limit Accelerated Vesting of Equity Awards Upon a Change in Control	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante in control would further align the interests of executives	,	, ,	ing pro-rata ve	sting of equity upon a change		
Ballot D	etails						

Name

Auto-Instructed

Instructed

05/22/2020

Primary Security ID: G8994E103

Auto-Approved

Approved

05/22/2020

Total Shares:

Votable Shares

574

574

Meeting ID: 1425744

Shares Voted

573

573

# **Trane Technologies Plc**

(IA Name, IA Number)

Meeting Date: 06/04/2020

Rhumbline Custom S&P Index, 6728029082

Meeting Type: Annual			Ticker:	П						
Primary ISIN: IE00BK9ZQ9	967		Primary S	SEDOL: BK9ZQ96		Proxy Level: N/A				
Shares Voted: 443		Votable Sh	ares: 443	*Shares on Lo	an: 0	Shares Instructed: 443				
Voting Policy: UUA										
Pr	roponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction				
M	lgmt	Yes	For	For	Against	Against				
l does not include at least ompanies.	t one minori	ity director.	The nominee is	s employed full-time and sits						
M	lgmt	Yes	For	For	Against	Against				
Voting Policy Rationale: The board does not include at least one minority director. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.										
M	lgmt	Yes	For	For	Against	Against				
Voting Policy Rationale: The board does not include at least one minority director. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.										
M	lgmt	Yes	For	For	Against	Against				
25	exceed 25% of the agg	exceed 25% of the aggregate fees	exceed 25% of the aggregate fees paid to the	exceed 25% of the aggregate fees paid to the company's ex	exceed 25% of the aggregate fees paid to the company's external auditor.  Mgmt Yes For For	exceed 25% of the aggregate fees paid to the company's external auditor.  Mgmt Yes For For Against				

**Ballot Status** 

Confirmed

**Account Number** 

Country: Ireland

6728029082



### **Trane Technologies Plc**

recommended limits.

Proposal Number							
· · · · · · · · · · · · · · · · · · ·	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
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 audit committee and non-audit fees exceed 25% of		-			e	
1i	Elect Director Karen B. Peetz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include audit committee and non-audit fees exceed 25% of		-			ne	
1j	Elect Director John P. Surma	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include audit committee and non-audit fees exceed 25% of		-			е	
1k	Elect Director Richard J. Swift	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include audit committee and non-audit fees exceed 25% of		,			e	
11	Elect Director Tony L. White	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 concerns are note reasonably aligned at this time.	d, support FOR th	is proposal i	s warranted as	s pay and performance are		
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratificate represent 27.86 percent of the total fees received by independence of the auditor.		-	_			
4	Authorize Issue of Equity	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	ns is warranted bed	cause the pr	roposed amour	nts and durations are within		
5	Renew Directors' Authority to Issue Shares	Mgmt	Yes	For	For	For	For



### **Trane Technologies Plc**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
6	Authorize Reissuance of Rep	urchased Shares	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A voto and no concerns have been id		varranted. This	is a routine	item for compa	nies incorpora	nted in Ireland				
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	05/14/2020	Auto-Approved	05/14/2020		443	443
								Total Shares:		443	443

### **Axsome Therapeutics, Inc.**

_	<b>Date:</b> 06/05/2020 <b>Date:</b> 04/09/2020	Country: USA Meeting Type: An	nual		Primary Ticker:	<b>Security ID</b> AXSM	: 05464T104		P	Meeting ID: 14241	92
Primary C	<b>USIP:</b> 05464T104	Primary ISIN: US054	164T1043		Primary	SEDOL: BYZR4)	X4		P	Proxy Level: 1	
Total Balle	ots: 1	Shares Voted: 800 Voting Policy: UUA		Votable Si	hares: 800		*Shares on Lo	<b>oan:</b> 0	s	hares Instructed: 8	00
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
1	Elect Director Mark Saad		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: The bo nominee Mark Saad given the I requirement to enact certain of rights.	board's failure to remov	e, or subject to	a sunset re	quirement, the	supermajority	vote /				
2	Ratify Ernst & Young LLP as A	auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote purposes.	FOR this item is warrar	nted because no	one of the fe	ees paid to the	auditor are foi	r non-audit				
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	05/27/2020	Auto-Approved	05/27/2020		800	800
								Total Shares		800	800



#### **Garmin Ltd.**

Meeting Date: 06/05/2020Country: SwitzerlandPrimary Security ID: H2906T109Meeting ID: 1422081Record Date: 04/09/2020Meeting Type: AnnualTicker: GRMN

 Primary CUSIP: H2906T109
 Primary ISIN: CH0114405324
 Primary SEDOL: B3Z5T14
 Proxy Level: N/A

Shares Voted: 182 Votable Shares: 182 \*Shares on Loan: 0 Shares Instructed: 182

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the approval of to	he annual financ	ial statemen	ts and statuto	ry reports is warranted.		
2	Approve Allocation of Income and Dividends	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR these items are w	arranted.					
3	Approve Dividends	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Votes FOR these items are w	arranted.					
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	ectors and se	enior managen	nent is warranted.		
5.1	Elect Director Jonathan C. Burrell	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.		
5.2	Elect Director Joseph J. Hartnett	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.		
5.3	Elect Director Min H. Kao	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.		
5.4	Elect Director Catherine A. Lewis	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.		
5.5	Elect Director Charles W. Peffer	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.		
5.6	Elect Director Clifton A. Pemble	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	ersity on the bo	ard. There is	s at least 30 p	ercent diversity.		
6	Elect Min H. Kao as Board Chairman	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.		
7.1	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR the election of Joseph Hartnett, Charles Peffer, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Peffer, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.



#### **Garmin Ltd.**

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
7.2	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 Jos members of the Compensation Committee is warranted directors and there are no governance concerns with to	d. Lewis, Hartn	ett, Peffer, a	-			
7.3	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 Jos members of the Compensation Committee is warranted directors and there are no governance concerns with the	d. Lewis, Hartn	ett, Peffer, a	-			
7.4	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 Jos members of the Compensation Committee is warranted directors and there are no governance concerns with to	d. Lewis, Hartn	ett, Peffer, a	-			
8	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the appointment of	f Wuersch &an	np; Gering LL	.P as independ	dent proxy is warranted.		
Ð	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 le.	ss than one ,	percent of the	fees paid to the auditor are fo	or	
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: While some shareholders may performance equity, a vote FOR this proposal is warran						
11	Approve Fiscal Year 2021 Maximum Aggregate Compensation for the Executive Management	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: As the company is classified as top executive pay, the recommendation for this propose proposal is warranted.			-		is	
12	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2020 AGM and the 2021 AGM	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wa	rranted.					
13	Approve the Renewal of Authorized Share	Mgmt	Yes	For	For	For	For

**Ballot Status** 

Confirmed

Custodian

6728029082

Instructor

Auto-Instructed

Date

05/14/2020

Approver Name

Auto-Approved

Date

Approved

05/14/2020

Total Shares:

**Votable Shares** 

182

182

**Shares Voted** 

182

182



#### **Garmin Ltd.**

### **Hilton Worldwide Holdings Inc.**

Meeting Date: 06/05/2020 Record Date: 04/13/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: HLT	43300A203			Meeting ID: 1425854
Primary CUSIP: 43300A203	Primary ISIN: US43300A2033		Primary SEDOL: BYVMW	06			Proxy Level: 3
	Shares Voted: 36	Votable Shares	s: 36	*Shares on Loa	ın: 0		Shares Instructed: 36
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 Christopher J. Nassetta	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	rity director.				
1b	Elect Director Jonathan D. Gray	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 minoi	rity director.	The nominee is	s employed full-time and sits		
1c	Elect Director Charlene T. Begley	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.				
1d	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.				
1e	Elect Director Raymond E. Mabus, Jr.	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.				
1f	Elect Director Judith A. McHale	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at les on boards at more than 2 public companies.	east one mino	rity director.	The nominee is	s employed full-time and sits		
1g	Elect Director John G. Schreiber	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 mino	rity director.	The nominee is	s employed full-time and sits		
1h	Elect Director Elizabeth A. Smith	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.				
1i	Elect Director Douglas M. Steenland	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one mino	rity director.				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this item is warranted because only 17.41 percent of the fees paid to the auditor are for non-audit purposes.



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Hilton Worldwide Holdings Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO reasonably aligned for the year un		anted, as exe	cutive comp	ensation and c	ompany perfoi	rmance are				
4	Advisory Vote on Say on Pay Fre	quency	Mgmt	Yes	One Year	One Year		One Year	One Year		
	Voting Policy Rationale: A vote for	the adoption of an AN	NUAL say-on-	pay frequer	ncy is warrante	d.					
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Vot	able Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/12/2020	Auto-Approved	05/12/2020		36	36
					_			Total Shares:		36	36

### **Digital Realty Trust, Inc.**

Meeting Date: 06/08/2020 Record Date: 04/20/2020	Country: USA Meeting Type: Annual		rimary Security ID: 253868103 icker: DLR	Meeting ID: 1433016
Primary CUSIP: 253868103	Primary ISIN: US2538681030	P	rimary SEDOL: B03GQS4	Proxy Level: 3
	Shares Voted: 64	Votable Shares: 64	*Shares on Loan: 0	Shares Instructed: 64
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 Laurence A. Chapman	Mgmt	Yes	For	For	For	For				
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.										
1b	Elect Director Alexis Black Bjorlin	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.						
1c	Elect Director Michael A. Coke	Mgmt	Yes	For	Against	Against	Against				
	Voting Policy Rationale: A vote AGAINST Michael Coke, I governance failure. The company's governing document gender and racial diversity on the board. There is at least	s restrict share	eholders ab								
1d	Elect Director VeraLinn "Dash" Jamieson	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.						
1e	Elect Director Kevin J. Kennedy	Mgmt	Yes	For	For	For	For				

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



## **Digital Realty Trust, Inc.**

	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
1f	Elect Director William G. LaPe	erch	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote governance failure. The compa gender and racial diversity on	any's governing docume	nts restrict shar	eholders al				7			
1g	Elect Director Jean F.H.P. Ma	indeville	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>				
1h	Elect Director Afshin Mohebb	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	:				
1i	Elect Director Mark R. Patters	son	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The na and racial diversity on the boa				more than 2 pu	ıblic companie	s.There is gena	er			
1j	Elect Director Mary Hogan Pr	reusse	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote governance failure. The compa- gender and racial diversity on	any's governing docume	nts restrict shar	eholders a				5			
				,							
1k	Elect Director A. William Stein	n	Mgmt	Yes	For	For		For	For		
1k	Elect Director A. William Stein  Voting Policy Rationale: There						·	For	For		
1k 2							٤.	For	For		
	Voting Policy Rationale: There	is gender and racial div	ersity on the bo	ard. There	is at least 30 pe	For					
	Voting Policy Rationale: There Ratify KPMG LLP as Auditors Voting Policy Rationale: A vote	is gender and racial div	ersity on the bo	ard. There	is at least 30 pe	For					
2	Voting Policy Rationale: There Ratify KPMG LLP as Auditors Voting Policy Rationale: A vote non-audit purposes. Advisory Vote to Ratify Name	is gender and racial div	Mgmt  Mgmt  Mgmt  Mgmt  Mgmt	Yes  Yes  Yes  Yes	is at least 30 pe For rcent of the fee	For For For	auditor are for	For	For		
2 3	Voting Policy Rationale: There Ratify KPMG LLP as Auditors  Voting Policy Rationale: A vote non-audit purposes.  Advisory Vote to Ratify Name Officers' Compensation  Voting Policy Rationale: A vote review.  Details	is gender and racial divi	Mgmt  Mgmt  Mgmt  Mgmt  Mgmt	Yes  Yes  Yes  Yes	is at least 30 per For rcent of the fee For mance are reaso	For s paid to the a For ponably aligned	nuditor are for for the year in	For	For		
2 3 Ballot D	Voting Policy Rationale: There Ratify KPMG LLP as Auditors Voting Policy Rationale: A vote non-audit purposes. Advisory Vote to Ratify Name Officers' Compensation Voting Policy Rationale: A vote review.	is gender and racial div	Mgmt  Mgmt  Mgmt  Mgmt  Mgmt	Yes  Yes  Yes  Yes  Yes  Yes	is at least 30 pe For rcent of the fee	For For For	auditor are for	For	For	Votable Shares	Shares Voted
2 3 Ballot D Institution (IA Name	Voting Policy Rationale: There Ratify KPMG LLP as Auditors  Voting Policy Rationale: A vote non-audit purposes.  Advisory Vote to Ratify Name Officers' Compensation  Voting Policy Rationale: A vote review.  Details onal Account Detail	is gender and racial divi	ersity on the bo Mgmt Inted because or Mgmt	Yes  Yes  Yes  Yes  Yes  Yes	for  For  For  For  mance are reaso	For For For Conably aligned Date	for the year in	For Date	For	Votable Shares	Shares Voted

### **Extraction Oil & Gas, Inc.**

Meeting Date: 06/08/2020 Record Date: 04/13/2020	Country: USA Meeting Type: Annual	Primary Security ID: 30227M105 Ticker: XOG	Meeting ID: 1426250
Primary CUSIP: 30227M105	Primary ISIN: US30227M1053	Primary SEDOL: BZ0CD34	Proxy Level: 3



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Extraction Oil & Gas, Inc.**

Total Ball	ots: 1	Shares Voted: 10,932 Voting Policy: UUA	2	Votable S	<b>hares:</b> 10,932		*Shares on Lo	oan: 0	Sh	ares Instructed: 1	0,932
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	1	
1.1	Elect Director John S. Gaensba	uer	Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: The bod diverse.WITHHOLD votes are w given the board's failure to remo changes to the governing documents	arranted for director no ove, or subject to a sui	ominees Matthe nset requireme	ew (Matt) O nt, the supe	wens, Wayne M ermajority vote i	lurdy and Johr requirement to	n Gaensbauer n enact certain				
1.2	Elect Director Wayne W. Murd	/	Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: The bod diverse. WITHHOLD votes are w given the board's failure to rem changes to the governing docur	arranted for director no	ominees Matthe nset requireme	ew (Matt) O nt, the supe	wens, Wayne M ermajority vote i	lurdy and Johr requirement to	n Gaensbauer n enact certain				
1.3	Elect Director Matthew R. Owe	ns	Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: The bod diverse. WITHHOLD votes are w given the board's failure to remo changes to the governing document	arranted for director no ove, or subject to a sui	ominees Matthe nset requireme	ew (Matt) O nt, the supe	wens, Wayne M ermajority vote i	lurdy and Johr requirement to	n Gaensbauer n enact certain				
2	Ratify PricewaterhouseCoopers Auditors	S LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote in non-audit purposes.	FOR this item is warran	nted because or	nly 8.06 per	cent of the fees	paid to the au	uditor are for				
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote in measures and payouts were ear pre-dominantly performance-co.	ned below target in lin	ne with compan	y performai	nce. In addition,		-				
4	Approve Reverse Stock Split		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote in maintain listing of its common s		-		erse stock split	may enable th	e company to				
5	Reduce Authorized Common S	tock	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote is authorized shares, pursuant to the same of		arranted as it w	ould limit th	ne effective incr	ease in the nu	mber of				
Ballot D	Details										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	tus	Instructor Name	Date Instructed	Approver Name	Date Approved	v	otable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/26/2020	Auto-Approved	05/26/2020		10,932	10,932
								Total Shares	:	10,932	10,932



### **Iovance Biotherapeutics, Inc.**

Meeting Date: 06/08/2020 Country: USA Primary Security ID: 462260100 Meeting ID: 1430754

Record Date: 04/16/2020 Meeting Type: Annual Ticker: IOVA

Primary CUSIP: 462260100 Primary ISIN: US4622601007 Primary SEDOL: BF0DMK7 Proxy Level: 3

Shares Voted: 4,219 Votable Shares: 4,219 \*Shares on Loan: 0 Shares Instructed: 4,219

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 Iain Dukes	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1.2	Elect Director Maria Fardis	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1.3	Elect Director Athena Countouriotis	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is than 2 public companies.	diverse.The no	ominee is en	nployed full-tim	ne and sits on boards at more		
1.4	Elect Director Ryan Maynard	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1.5	Elect Director Merrill A. McPeak	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1.6	Elect Director Wayne P. Rothbaum	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1.7	Elect Director Michael Weiser	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although some concerns are n reasonably aligned at this time.	oted, a vote FC	OR this propo	osal is warrant	ed as pay and performance ar	e	
3	Advisory Vote on Say on Pay Frequency Every Year	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR the adoption of an	annual say-on	-pay frequei	ncy is warrante	ed.		
4	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	proposal is warranted.		
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is wa	rranted given t	hat - The ni	ırchase nrice i	reasonable' - The shares		

Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The shares reserved is relatively conservative; and- The offering period within the limits prescribed by Section 423 of the Internal Revenue Code.



### **Iovance Biotherapeutics, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
6	Ratify Marcum LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC purposes.	OR this item is warrante	ed because no	ne of the fe	es paid to the a	auditor are for	non-audit				
Ballot Details											
Institutional Account Detail Custodian (IA Name, IA Number) Account Number		Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted	
WCM Inve	stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	05/19/2020	Auto-Approved	05/19/2020		4,219	4,219
								Total Shares:		4,219	4,219

### **The Middleby Corporation**

Meeting Date: 06/08/2020 Record Date: 04/09/2020	Country: USA Meeting Type: Annual	Primary Se Ticker: MID	<b>curity ID:</b> 596278101 D	<b>Meeting ID:</b> 1417601		
Primary CUSIP: 596278101		Primary SED	<b>OL:</b> 2590930	Proxy Level: 3		
	Shares Voted: 73	Votable Shares: 73	*Shares on Loan: 0	Shares Instructed: 73		
Total Ballots: 1	Voting Policy: IIIIA					

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sarah Palisi Chapin	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.						
1.2	Elect Director Timothy J. FitzGerald	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 Cathy L. McCarthy	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 John R. Miller, 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.		
1.5	Elect Director Robert A. Nerbonne	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 Gordon O'Brien	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 Nassem Ziyad	Mgmt	Yes	For	For	For	For
	Nation Deline Betievelse Thomasis and discount discount		d Th	4 / 4 20			

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



#### **The Middleby Corporation**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	ly 1.05 perc	ent of the fees	paid to the auditor are for		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST the proposal is say-on-pay vote. While the compensation committee eng company only made limited changes to pay programs in acknowledged concerns regarding overlapping metrics at not to repeat the actions investors found concerning. Giversponse to these issues. However, concerns regarding to review. The short-term incentive program was based on financial goals. The long-term incentive program was largrant value to the new CEO was lower. However, continuperiods in the LTI program as well as the overlapping metrics.	gaged with sh response. Alti nd discretiona ven the failed he pay-for-per rigorous perfo gely performa ued monitorin	areholders a though the n try payment vote, many formance me formance me formance me ance-condition g is warrant	and disclosed to ew CEO's pay s, the proxy do investors may pisalignment we etrics and consi oned, utilized fo ed regarding to	the feedback they received, the was lower and the committee the not disclose a commitment have expected a more robust ere mitigated for the year in isted entirely of pre-set forward-looking goals, and the he annualized performance	t	
Ballot D	etails						

Instructor

Auto-Instructed

Name

**Ballot Status** 

Confirmed

Date

Instructed

05/27/2020

Approver

Auto-Approved

Date

Approved

05/27/2020

Withhold

Withhold

Total Shares:

**Votable Shares** 

73

73

**Shares Voted** 

73

73

#### Wingstop Inc.

1.2

Elect Director Wesley S. McDonald

**Institutional Account Detail** 

Rhumbline Custom S&P Index, 6728029082

(IA Name, IA Number)

Custodian

6728029082

Account Number

Meeting	<b>Date:</b> 06/08/2020	Country: USA			Primary	y Security ID: 974155103		<b>Meeting ID:</b> 1426279
Record I	<b>Date:</b> 04/13/2020	Meeting Type: Annu	al		Ticker:	WING		
Primary 0	<b>CUSIP:</b> 974155103	Primary ISIN: US97415	551033		Primary	SEDOL: BYYXHN4		Proxy Level: 3
		Shares Voted: 1,610		Votable Sh	nares: 1,610	*Shares on I	.oan: 0	Shares Instructed: 1,610
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 Lynn Crump-Caine	9	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHO failure to remove, or subject to a governing documents and the cla	sunset requirement, th	e supermajor	ity vote requ	uirement to en	act certain changes to the	l's	

For

Withhold

Voting Policy Rationale: WITHHOLD votes are warranted for Lynn Crump-Caine and Wesley (Wes) McDonald 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.

Yes

Mgmt



#### **Wingstop Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warra non-audit purposes.	anted because on	ly 1.99 perc	ent of the fee	s paid to the auditor are	e for	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
, ,	Voting Policy Rationale: A vote AGAINST this propose metrics, and two-thirds of the CEO's annual equity aw However, the CEO received a discretionary cash bone the one-time equity award is entirely performance-ba Moreover, the company's peer group contains severa CEO's pay has exceeded the peer group median. Tan	ward is performal us and special on ased, it utilizes a : Il companies whic	nce-condition e-time equit short one-ye ch are substa	ned, with a mu ty award durin ear performand antially larger	ulti-year measurement p g the year in review. Al ge period and is relative in terms of revenue, an	period. though ely large.	

#### **Ballot Details**

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	05/26/2020	Auto-Approved	05/26/2020	1,610	1,610
						Total Shares:	1,610	1,610

#### **ACI Worldwide, Inc.**

Meeting Date: 06/09/2020 Record Date: 04/16/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: ACIW	ırity ID: 004498101	<b>Meeting ID:</b> 1425839
Primary CUSIP: 004498101	<b>Primary ISIN:</b> US0044981019	Primary SEDOI	L: 2889155	Proxy Level: 3
	Shares Voted: 4,648	Votable Shares: 4,648	*Shares on Loan: 0	Shares Instructed: 4,648
Total Ballots: 1	Voting Policy: UUA			

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
Elect Director Odilon Almeida	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 Janet O. Estep	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 James C. Hale	Mgmt	Yes	For	For	Withhold	Withhold
	Elect Director Odilon Almeida  Voting Policy Rationale: There is gender and racial diver  Elect Director Janet O. Estep  Voting Policy Rationale: There is gender and racial diver	Elect Director Odilon Almeida Mgmt  Voting Policy Rationale: There is gender and racial diversity on the box  Elect Director Janet O. Estep Mgmt  Voting Policy Rationale: There is gender and racial diversity on the box	Proposal Text Proposal  Elect Director Odilon Almeida Mgmt Yes  Voting Policy Rationale: There is gender and racial diversity on the board. There is  Elect Director Janet O. Estep Mgmt Yes  Voting Policy Rationale: There is gender and racial diversity on the board. There is	Proposal Text Proposal Text Proposal Mgmt Recommend Proposal Mgmt Recommend Proposal Mgmt Recommend Proposal Mgmt	Proposal Text Proposal Text Proposal Mgmt Rec ISS Rec  Elect Director Odilon Almeida 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 Janet O. Estep 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 Odilon Almeida 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 Janet O. Estep 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.



## **ACI Worldwide, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
1.4	Elect Director Pamela H. Patsle	/	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	<i>'</i> .			-	
1.5	Elect Director Charles E. Peters	, Jr.	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	<i>'</i> .				
1.6	Elect Director David A. Poe		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	<i>'</i> .				
1.7	Elect Director Adalio T. Sanchez	2	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	<i>'</i> .			-	
1.8	Elect Director Thomas W. Wars	op, III	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There is	gender and racial dive	ersity on the bo	pard. There	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: A vote F non-audit purposes.	OR this item is warran	ted because or	nly 19.73 pe	ercent of the fee	es paid to the a	auditor are for			_	
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F significant concerns were identifi		nrranted as pay	and perfori	mance are reaso	onably aligned	and no			-	
4	Approve Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	n the Equity Plan Score	ecard evaluatio	n (EPSC), a	vote FOR this p	proposal is wai	rranted.			-	
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	05/08/2020	Auto-Approved	05/10/2020		4,648	4,648
								Total Shares	. ——	4,648	4,648

## **American Airlines Group Inc.**

Meeting Date: 06/10/2020	Country: USA	Primary Security ID: 02376R102	<b>Meeting ID:</b> 1431995
Record Date: 04/14/2020	Meeting Type: Annual	Ticker: AAL	
Primary CUSIP: 02376R102	Primary ISIN: US02376R1023	Primary SEDOL: BCV7KT2	Proxy Level: 3



## **American Airlines Group Inc.**

Shares Voted: 289 Votable Shares: 289 \*Shares on Loan: 0 Shares Instructed: 289

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James F. Albaugh	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 p	ercent diversity.		
1b	Elect Director Jeffrey D. Benjamin	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	
1c	Elect Director John T. Cahill	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 p	ercent diversity.		
1d	Elect Director Michael J. Embler	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	
1e	Elect Director Matthew J. Hart	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 p	ercent diversity.		
1f	Elect Director Susan D. Kronick	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 p	ercent diversity.		
1g	Elect Director Martin H. Nesbitt	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed fur and racial diversity on the board. There is at least 30			more than 2 p	ublic companies.There	is gender	
1h	Elect Director Denise M. O'Leary	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 p	ercent diversity.		
1i	Elect Director W. Douglas Parker	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 p	ercent diversity.		
1j	Elect Director Ray M. Robinson	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 p	ercent diversity.		
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrannon-audit purposes.	anted because on	aly 2.94 perc	ent of the fee	s paid to the auditor ar	re 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 v review.	varranted as pay	and perforn	nance are reas	onably aligned for the	year in	
4	Report on Political Contributions and	SH	Yes	Against	For	For	For

Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure of the company's political contributions, including trade association memberships and payments, and the company's oversight mechanisms regarding those contributions would allow shareholders to better assess related risks.

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



#### **American Airlines Group Inc.**

Dallot Details	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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/21/2020	Auto-Approved	05/21/2020	289	289
						Total Shares:	289	289

#### **Brighthouse Financial, Inc.**

diversity.

Elect Director Patrick J. (Pat) Shouvlin

1f

-	<b>Date:</b> 06/10/2020 <b>Date:</b> 04/13/2020	Country: USA Meeting Type: A	nnual		Primary Ticker:	y <b>Security ID:</b> 1092 BHF	2N103	N	Meeting ID: 1432461
rimary C	CUSIP: 10922N103	Primary ISIN: US10	0922N1037		Primary	SEDOL: BF429K9		P	Proxy Level: 3
Fotal Ball	ots: 1	Shares Voted: 189 Voting Policy: UUA		Votable Sh	nares: 189	*Sha	res on Loan: 0	s	ihares Instructed: 189
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio	on
1a	Elect Director Irene Chang Br	ritt	Mgmt	Yes	For	Withhold	Withhold	Withhold	
	Diane Offereins, and Paul Wet	-		-			vote FOR		
1b	vote requirement to enact cert the remaining director nomine diversity.  Elect Director C. Edward (Chi	es is warranted.There	_	<i>cial diversity</i> Yes	on the board.  For	There is at least 30 p	<i>percent</i> For	For	
1b	the remaining director nomine diversity.	uck) Chaplin	is gender and ra	Yes	For	For		For	
1b 1c	the remaining director nomine diversity.  Elect Director C. Edward (Chi	nes is warranted.There  uck) Chaplin  is gender and racial di	is gender and ra	Yes	For	For		For	
	the remaining director nomine diversity.  Elect Director C. Edward (Chrovoting Policy Rationale: There	uck) Chaplin  is gender and racial di sch  HOLD votes are warrar zel given the board's fa tain changes to the gov	Mgmt  Wersity on the book  Mgmt  Mgmt  Inted for governationallure to remove, werning documer	Yes  pard. There is  Yes  nce committe  or subject to  its which adv	For For ee members Ir o a sunset req versely impacts	For  ercent diversity.  Withhold  rene Britt, Eileen Malli uirement, the supern s shareholder rights.A	For  Withhold  esch, najority I vote FOR		
	the remaining director nomine diversity.  Elect Director C. Edward (Chi Voting Policy Rationale: There Elect Director Eileen A. Malle Voting Policy Rationale: WITH. Diane Offereins, and Paul Wet vote requirement to enact cent the remaining director nomine	uck) Chaplin  is gender and racial di sch  HOLD votes are warrar zel given the board's fa tain changes to the goves is warranted. There	Mgmt  Wersity on the book  Mgmt  Mgmt  Inted for governationallure to remove, werning documer	Yes  pard. There is  Yes  nce committe  or subject to  its which adv	For For ee members Ir o a sunset req versely impacts	For  ercent diversity.  Withhold  rene Britt, Eileen Malli uirement, the supern s shareholder rights.A	For  Withhold  esch, najority I vote FOR		
1c	the remaining director nomine diversity.  Elect Director C. Edward (Chr. Voting Policy Rationale: There Elect Director Eileen A. Mallet Voting Policy Rationale: WITH. Diane Offereins, and Paul Wetwote requirement to enact centre remaining director nomine diversity.	uck) Chaplin  is gender and racial di sch  HOLD votes are warran zel given the board's fa tain changes to the gov es is warranted. There	Mgmt  Wiversity on the book  Mgmt  Inted for governal  Additional to remove,  verning documer  is gender and ra  Mgmt	Yes  pard. There is  Yes  nce committe or subject to nts which advacial diversity  Yes	For  For  ee members In o a sunset requersely impacts on the board.	For  ercent diversity.  Withhold  rene Britt, Eileen Mall.  uirement, the supern  s shareholder rights.  There is at least 30 p	For  Withhold  esch,  najority I vote FOR  percent	Withhold	

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

the remaining director nominees is warranted. There is gender and racial diversity on the board. There is at least 30 percent

Mgmt

Yes

For

For

For



## **Brighthouse Financial, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
1g	Elect Director Eric T. Steigerwa	lt	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 diversity	<i>/.</i>				
1h	Elect Director Paul M. Wetzel		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: WITHHO Diane Offereins, and Paul Wetze vote requirement to enact certai the remaining director nominees diversity.	el given the board's fai in changes to the gove	ilure to remove, erning documen	or subject i ts which ad	to a sunset requ versely impacts	uirement, the s shareholder r	supermajority ights.A vote FOR	?			
2	Ratify Deloitte & Touche LLP as	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F non-audit purposes.	FOR this item is warra	nted because le	ss than one	percent of the	fees paid to th	ne auditor are fo	r			
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote of performance has on annual ince award was not adjusted upward based on pre-set quantitative moncern, the program is majority performance awards in 2019.	ntive payouts; howeve or downward based of etrics. While the lack of	er, the individua on individual per of forward-looki	l performan formance, a ng goal disc	nce assessment and the annual closure under th	disclosure is re program is oth ne LTI program	obust, the CEO's herwise entirely n raises some				
4	Amend Qualified Employee Sto Plan	ck Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F shares reserved is reasonable; a Code.		-		•	•					
Ballot D	<b>Details</b>										
	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	05/29/2020	Auto-Approved	05/29/2020		189	189
								Total Shares		189	189

#### **Fidelity National Financial, Inc.**

Meeting Date: 06/10/2020 Record Date: 04/13/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: FNF	31620R303	<b>Meeting ID:</b> 1425389
Primary CUSIP: 31620R303	Primary ISIN: US31620R3030		Primary SEDOL: BNBRDE	)4	Proxy Level: 3
Total Ballots: 1	Shares Voted: 500 Voting Policy: UUA	Votable Shares	: 500	*Shares on Loan: 0	Shares Instructed: 500

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William P. Foley, II	Mgmt	Yes	For	For	Withhold	Withhold



## **Fidelity National Financial, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
	Voting Policy Rationale: The boar nominee is employed full-time an			•		of the board	is diverse.The				
1.2	Elect Director Douglas K. Amme	erman	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The boar	rd does not include at	least one mind	rity director	Less than 30%	6 of the board	is diverse.				
1.3	Elect Director Thomas M. Hager	ty	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The boar nominee is employed full-time an			,		of the board	is diverse.The				
1.4	Elect Director Peter O. Shea, Jr.		Mgmt	Yes	For	For		Withhold	Withhold		
2	diverse.WITHHOLD votes are wa Peter Shea Jr. as the non-execut rationale disclosed and he is a pa Advisory Vote to Ratify Named Officers' Compensation	ive chairman of the bo articipant in the compa	ard was highly	compensat	ed for consecu	tive years with	5 ,,	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 perform	mance are				
3	Ratify Ernst & Young LLP as Au	ditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote Forman non-audit purposes.	OR this item is warran	ted because or	nly 2.77 perd	cent of the fees	s paid to the au	ıditor are 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	05/27/2020	Auto-Approved	05/27/2020		500	500
								Total Shares		500	500

#### **Kosmos Energy Ltd.**

Elect Director Andrew G. Inglis

1A

Meeting Date: 06/10/2020 Country: USA Record Date: 04/13/2020 Meeting Type: Annual			Primary Security ID: Ticker: KOS	Meeting ID: 1433285		
Primary CUSIP: 500688106	<b>Primary ISIN:</b> US5006881065		Primary SEDOL: BHK15K6	i	Proxy Level: 3	
Total Ballots: 1	Shares Voted: 3,490 Voting Policy: UUA	Votable Shares	<b>::</b> 3,490	*Shares on Loan: 0	Shares Instructed: 3,490	
Proposal Number Proposal Text	Proponent	Votable Proposal Mg	gmt Rec ISS Rec	Voting Policy Rec	Vote Instruction	

For

For

For

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

Mgmt

Yes



Voting

Vote

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### **Kosmos Energy Ltd.**

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
1B	Elect Director Richard Dearloy	<i>r</i> e	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	Approve Ernst & Young LLP a Authorize Board to Fix Their F Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warra	nted because of	nly 3.62 perd	cent of the fees	s paid to the a	uditor are for				
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote significant concerns were identi	, ,	arranted as pay	and perform	mance are reas	onably aligned	and no				
4	Approve Reverse Stock Split		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote proportionally reduced following of its common stock on NYSE.		-								
Ballot D	Petails										
	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	05/20/2020	Auto-Approved	05/20/2020		3,490	3,490
								Total Shares	: ====	3,490	3,490

Votable

#### **Ligand Pharmaceuticals Incorporated**

Meeting Date: 06/10/2020 Record Date: 04/14/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: LGND	53220K504	<b>Meeting ID:</b> 1426184
Primary CUSIP: 53220K504	Primary ISIN: US53220K5048		Primary SEDOL: 250157	8	Proxy Level: 3
	Shares Voted: 791	Votable Shares	<b>:</b> 791	*Shares on Loan: 0	Shares Instructed: 791
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 Jason M. Aryeh	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 Sarah Boyce	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 Todd C. Davis	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.



#### **Ligand Pharmaceuticals Incorporated**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
1.4	Elect Director Nancy R. Gray		Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The non aggregate fees paid to the comp percent diversity.										
1.5	Elect Director John L. Higgins		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> .				
1.6	Elect Director John W. Kozarich		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 p	ercent diversity	<i>'.</i>				
1.7	Elect Director John L. LaMattina	1	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The non and racial diversity on the board				t more than 2 po	ublic companie	s.There is gend	er			
1.8	Elect Director Sunil Patel		Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The non aggregate fees paid to the comp percent diversity.										
1.9	Elect Director Stephen L. Sabba	ı	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The non aggregate fees paid to the comp percent diversity.										
2	Ratify Ernst & Young LLP as Au	ditors	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: A vote A represent 41.13 percent of the to independence of the auditor.		•	•	-						
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 n	oted, a vote FC	OR this prop	posal is warrant	ed as pay and	performance ar	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
WCM Inve	estment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	05/11/2020	Auto-Approved	05/11/2020		791	791
								Total Shares:		791	791

#### **Reata Pharmaceuticals, Inc.**

Meeting Date: 06/10/2020 Record Date: 04/16/2020	Country: USA Meeting Type: Annual	Primary Security ID: 75615P103 Ticker: RETA	Meeting ID: 1432481
Primary CUSIP: 75615P103	Primary ISIN: US75615P1030	Primary SEDOL: BYY9FX8	Proxy Level: 3



536

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## Reata Pharmaceuticals, Inc.

		-, -								
		Shares Voted: 536		Votable S	hares: 536		*Shares on Lo	oan: 0	<b>Shares Instructed:</b> 536	
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 E. Bass		Mgmt	Yes	For	Withhold		Withhold	Withhold	
	Voting Policy Rationale: The bominority director.Less than 30% R. Kent McGaughy Jr. given the requirement to enact certain chashareholder rights.	6 of the board is diverse board's failure to reme	e.WITHHOLD v ove, or subject	otes are wa to a sunset	rranted for dire requirement, t	ector nominees he supermajon	: James Bass and ity vote	d		
1.2	Elect Director R. Kent McGaug	hy, Jr.	Mgmt	Yes	For	Withhold		Withhold	Withhold	
	Voting Policy Rationale: The bominority director.Less than 30% R. Kent McGaughy Jr. given the requirement to enact certain chashareholder rights.	b of the board is diverso be board's failure to remo anges to the governing	e.WITHHOLD vo ove, or subject of documents an	otes are wa to a sunset ad the classi	rranted for dire requirement, t fied board, eac	ector nominees he supermajon h of which adv	: James Bass and ity vote			
2	Advisory Vote to Ratify Named Officers' Compensation	1 Executive	Mgmt	Yes	For	Against		Against	Against	
	Voting Policy Rationale: A vote employment agreement which i		-		e company reco	ently entered in	nto a new			
3	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	n-pay freque	ency is warranto	ed.				
4	Ratify Ernst & Young LLP as A	uditor	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	nted because or	nly 6.87 per	cent of the fee.	s paid to the au	uditor are for			
Ballot D	<b>Details</b>									
	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	05/27/2020	Auto-Approved	05/27/2020	536	536

## **Willis Towers Watson Public Limited Company**

Meeting Date: 06/10/2020 Record Date: 03/20/2020	Country: Ireland Meeting Type: Annual	Primary Security ID: G96629103 Ticker: WLTW	Meeting ID: 1430202
<b>Primary CUSIP:</b> G96629103	Primary ISIN: IE00BDB6Q211	Primary SEDOL: BDB6Q21	Proxy Level: N/A

Total Shares:



## **Willis Towers Watson Public Limited Company**

	Shares Voted: 166	Votable Shares: 166	*Shares on Loan: 0	Shares Instructed: 166
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Anna C. Catalano	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 Victor F. Ganzi	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 J. Haley	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 Wendy E. Lane	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 Brendan R. O'Neill	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 Jaymin B. Patel	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 D. Rabbitt	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 Paul D. Thomas	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.		
1i	Elect Director Wilhelm Zeller	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 the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrant non-audit purposes.	ed because on	aly 1.8 perce	nt 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 war review.	ranted as pay	and perform	nance are reas	onably aligned for the year in		
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For
	Matina Dalian Batianalas Assata FOR these seculations is						

Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

Proposal



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### **Willis Towers Watson Public Limited Company**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction	
5	Renew the Board's Authority to Statutory Pre-Emptions Rights	Out of Mgmt Yes For For					For	For		
Ballot D	Voting Policy Rationale: A vote of recommended limits.	FOR these resolutions i	s warranted be	cause the pi	roposed amour	nts and duratio	ons are within			
	onal Account Detail	Custodian			Instructor	Date		Date		
	e, IA Number)	Account Number	Ballot Stat	tus	Name	Instructed	Approver Name	Approved	Votable Shares	Shares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/19/2020	Auto-Approved	05/19/2020	166	166
								Total Shares	: 166	166

Voting

Vote

Votable

#### **Activision Blizzard, Inc.**

Meeting Date: 06/11/2020 Record Date: 04/15/2020	Country: USA  Meeting Type: Annual	Primary Seco Ticker: ATVI	urity ID: 00507V109	Meeting ID: 1426230
Primary CUSIP: 00507V109	Primary ISIN: US00507V1098	Primary SEDO	<b>L:</b> 2575818	Proxy Level: 3
	Shares Voted: 6,888	Votable Shares: 6,888	*Shares on Loan: 0	Shares Instructed: 6,888
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 Reveta Bowers	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1b	Elect Director Robert Corti	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1c	Elect Director Hendrik Hartong, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1d	Elect Director Brian Kelly	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1e	Elect Director Robert Kotick	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1f	Elect Director Barry Meyer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	diverse.					
1g	Elect Director Robert Morgado	Mgmt	Yes	For	For	Against	Against

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



## **Activision Blizzard, Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1h	Elect Director Peter Nolan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1i	Elect Director Dawn Ostroff	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1j	Elect Director Casey Wasserman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	such a large portion of the award makes it difficult for s disclosures are particularly important given the CEO's re majority of the CEO's sizable 2019 equity awards, which vesting criteria, while goal rigor and disclosure concerns Additionally, the CEO's legacy employment agreement p over potential excessive payouts in the future. Finally, tin connection with an internal appointment, which vester	latively large in exceeded the care noted for order numento purely places numento purely places of the company	base salary of the median tot the perforn rous overlap rovided an l	, and target STI al pay of peer nance-based c pping pay oppo NEO with a sig	opportunity. In addition, the CEOs, lacked performance omponent of the award. ortunities, which raise concerns nificant cash inducement award		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrant non-audit purposes.	ed because on	ıly 24.37 pei	rcent of the fe	es paid to the auditor are for		
4	Report on Political Contributions Disclosure	SH	Yes	Against	For	For	For
Rallot D	Voting Policy Rationale: A vote FOR this resolution is we contributions and indirect political contributions through management- and board-level oversight of electoral specompany's management of related risks and benefits.	trade associa	tions and ot	her tax-exemp	ot organizations, as well as its		

#### **Ballot Details**

Institutional Account Detail (IA Name, 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	05/28/2020	Auto-Approved	05/28/2020	797	797
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/28/2020	Auto-Approved	05/28/2020	6,091	6,091
						Total Shares:	6,888	6,888

## **Best Buy Co., Inc.**

Meeting Date: 06/11/2020	Country: USA	Primary Security ID: 086516101	Meeting ID: 1433294
Record Date: 04/13/2020	Meeting Type: Annual	Ticker: BBY	
Primary CUSIP: 086516101	<b>Primary ISIN:</b> US0865161014	Primary SEDOL: 2094670	Proxy Level: 3



#### **Best Buy Co., Inc.**

Shares Voted: 114 Votable Shares: 114 \*Shares on Loan: 0 Shares Instructed: 114

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 Corie S. Barry	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 Lisa M. Caputo	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.		
1c	Elect Director J. Patrick Doyle	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 Kathy J. Higgins Victor	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 David W. Kenny	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 Karen A. McLoughlin	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 Thomas L. "Tommy" Millner	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 Claudia F. Munce	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.		
<b>1</b> i	Elect Director Richelle P. Parham	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 gende	er	
1j	Elect Director Eugene A. Woods	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	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante purposes.	ed because no	ne of the fe	es paid to the a	auditor are for non-audit		
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 review.	ranted as pay	and perform	ance are reaso	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 Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.



#### **Best Buy Co., Inc.**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
5	Eliminate Supermajority Vote Requirement to Amend, Alter or Repeal the Provisions of Article IX	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is ware enhances shareholder rights.	ranted given ti	hat the redu	ction in the su	permajority vote requirement		
6	Eliminate Supermajority Vote Requirement to Amend Section 1, Election of Directors, of Article III of the Amended and Restated By-laws	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is ware enhances shareholder rights.	ranted given ti	hat the redu	ction in the su	permajority vote requirement		
7	Eliminate Supermajority Vote Requirement to Amend, Alter or Repeal the Provisions of Article X	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is ware enhances shareholder rights.	ranted given ti	hat the redu	ction in the su	permajority vote requirement		
8	Amend the Anti-Greenmail Provision Voting Standard in Article X, Section 2	Mgmt	Yes	For	For	For	For
Ballot D	Voting Policy Rationale: Support FOR this proposal is wa from reducing the vote standard from a majority of outs requirement is consistent with the proposed vote stand	tanding share.	s to a major		•		

Institutional Account Detail (IA Name, 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	05/22/2020	Auto-Approved	05/22/2020	114	114
						Total Shares:	114	114

#### **EVO Payments, Inc.**

Meeting Date: 06/11/2020 Record Date: 04/14/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: EVOP	26927E104	Meeting ID: 1433184
Primary CUSIP: 26927E104	Primary ISIN: US26927E1047		Primary SEDOL: BG5NSN	13	Proxy Level: 3
Total Ballots: 1	Shares Voted: 5,787 Voting Policy: UUA	Votable Shares	: 5,787	*Shares on Loan: 0	Shares Instructed: 5,787

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Laura M. Miller	Mgmt	Yes	For	For	Withhold	Withhold

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



## **EVO Payments, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
1.2	Elect Director Gregory S. Pope		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: Less the nominees Gregory Pope and Ma classified board and the superm impacts shareholder rights.	tthew Raino given the	board's failure	to remove,	or subject to a	sunset require	ement, the				
1.3	Elect Director Matthew W. Rain	no	Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: Less the nominees Gregory Pope and Maclassified board and the supermimpacts shareholder rights.	ntthew Raino given the	board's failure	to remove,	or subject to a	sunset require	ement, the				
2	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Althoug reasonably aligned at this time.	nh a concern is noted, a	a vote FOR this	proposal is	warranted as p	pay and perfori	mance are				
3	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-or	-pay freque	ency is warranto	ed.					
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Based of	on the Equity Plan Scor	ecard evaluatio	n (EPSC), a	vote FOR this	proposal is wa	rranted.				
5	Ratify Deloitte & Touche LLP a	s Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote in non-audit purposes.	FOR this item is warran	nted because or	nly 23.77 pe	ercent of the fe	es paid to the a	auditor are 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
WCM Inve	estment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	06/01/2020	Auto-Approved	06/01/2020		5,787	5,787
								Total Shares		5,787	5,787

#### **LHC Group, Inc.**

Meeting Date: 06/11/2020 Record Date: 04/14/2020	Country: USA Meeting Type: Annual		ary Security ID: 50187A107	Meeting ID: 1433210	
Primary CUSIP: 50187A107	Primary ISIN: US50187A1079	IN: US50187A1079 Primary SEDOL: B06DT50		Proxy Level: 3	
Total Ballots: 1	Shares Voted: 1,116 Voting Policy: UUA	Votable Shares: 1,116	*Shares on Loan: 0	Shares Instructed: 1,116	

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



## **LHC Group, Inc.**

Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
Voting Policy Rationale: Less th	an 30% of the board is	diverse.								
Elect Director Clifford S. Holtz		Mgmt	Yes	For	For		Withhold	Withhold		
Voting Policy Rationale: Less th	an 30% of the board is	diverse.								
Elect Director W.J. 'Billy' Tauzi	n	Mgmt	Yes	For	For		Withhold	Withhold		
Voting Policy Rationale: Less th	an 30% of the board is	diverse.								
Elect Director Brent Turner		Mgmt	Yes	For	For		Withhold	Withhold		
Voting Policy Rationale: Less th	an 30% of the board is	diverse.								
Advisory Vote to Ratify Named Officers' Compensation	I Executive	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: Althoug reasonably aligned at this time.	gh a concern is noted, a	vote FOR this	proposal is	warranted as p	ay and perform	mance are				
Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warran	ted because les	ss than one	percent of the	fees paid to th	e auditor are fo	or			
etails										
nal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	05/21/2020	Auto-Approved	05/21/2020		1,116	1,116
							Total Shares:		1,116	1,116
	Voting Policy Rationale: Less the Elect Director Clifford S. Holtz Voting Policy Rationale: Less the Elect Director W.J. 'Billy' Tauzi Voting Policy Rationale: Less the Elect Director Brent Turner Voting Policy Rationale: Less the Advisory Vote to Ratify Named Officers' Compensation Voting Policy Rationale: Although reasonably aligned at this time. Ratify KPMG LLP as Auditors Voting Policy Rationale: A vote non-audit purposes. etails nal Account Detail , IA Number)	Voting Policy Rationale: Less than 30% of the board is  Elect Director Clifford S. Holtz  Voting Policy Rationale: Less than 30% of the board is  Elect Director W.J. 'Billy' Tauzin  Voting Policy Rationale: Less than 30% of the board is  Elect Director Brent Turner  Voting Policy Rationale: Less than 30% of the board is  Advisory Vote to Ratify Named Executive  Officers' Compensation  Voting Policy Rationale: Although a concern is noted, a reasonably aligned at this time.  Ratify KPMG LLP as Auditors  Voting Policy Rationale: A vote FOR this item is warran non-audit purposes.  etails  nal Account Detail Custodian  Account Number	Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Clifford S. Holtz Mgmt  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director W.J. 'Billy' Tauzin Mgmt  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Brent Turner Mgmt  Voting Policy Rationale: Less than 30% of the board is diverse.  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 KPMG LLP as Auditors Mgmt  Voting Policy Rationale: A vote FOR this item is warranted because less non-audit purposes.  etails  nal Account Detail Custodian AL Number) Ballot State	Proposal Text Proponent Proposal  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Clifford S. Holtz Mgmt Yes  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director W.J. 'Billy' Tauzin Mgmt Yes  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Brent Turner Mgmt Yes  Voting Policy Rationale: Less than 30% of the board is diverse.  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.  Ratify KPMG LLP as Auditors Mgmt Yes  Voting Policy Rationale: A vote FOR this item is warranted because less than one non-audit purposes.  etails  Tal Account Detail Account Number Ballot Status	Proposal Text  Proposal Text  Proposal Mgmt Rec  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Clifford S. Holtz  Mgmt  Yes  For  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director W.J. 'Billy' Tauzin  Mgmt  Yes  For  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Brent Turner  Mgmt  Yes  For  Voting Policy Rationale: Less than 30% of the board is diverse.  Advisory Vote to Ratify Named Executive  Officers' Compensation  Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pareasonably aligned at this time.  Ratify KPMG LLP as Auditors  Mgmt  Yes  For  Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the non-audit purposes.  etails  nal Account Detail  Account Number  Ballot Status  Instructor Name	Proposal Text Proposal Mgmt Rec ISS Rec  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Clifford S. Holtz Mgmt Yes For For  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director W.J. 'Billy' Tauzin Mgmt Yes For For  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Brent Turner Mgmt Yes For For  Voting Policy Rationale: Less than 30% of the board is diverse.  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 performances on ably aligned at this time.  Ratify KPMG LLP as Auditors Mgmt Yes For For  Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the non-audit purposes.  etails  nal Account Detail Account Number Ballot Status Name Instructor Name	Proposal Text Proposal Mgmt Rec ISS Rec  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Clifford S. Holtz Mgmt Yes For For  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director W.J. 'Billy' Tauzin Mgmt Yes For For  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Brent Turner Mgmt Yes For For  Voting Policy Rationale: Less than 30% of the board is diverse.  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.  Ratify KPMG LLP as Auditors Mgmt Yes For For  Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.  etails  nal Account Number Ballot Status Instructor Name Account Number Account Number Name  Note The Proposal is Magma Account Number Name  Instructor Name  Approver Name	Proposal Text Proposal Text Proposal Text Proposal Mgmt Rec ISS Rec Policy Rec Policy Rec Policy Rationale: Less than 30% of the board is diverse.  Elect Director Clifford S. Holtz Mgmt Yes For For Withhold Policy Rationale: Less than 30% of the board is diverse.  Elect Director W.J. 'Billy' Tauzin Mgmt Yes For For Withhold Policy Rationale: Less than 30% of the board is diverse.  Elect Director Brent Turner Mgmt Yes For For Withhold Policy Rationale: Less than 30% of the board is diverse.  Elect Director Brent Turner Mgmt Yes For For For Withhold Policy Rationale: Less than 30% of the board is diverse.  Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For Officers' Compensation 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 KPMG LLP as Auditors Mgmt Yes For For For For For For Por Por Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.  Elect Director W.J. 'Billy' Tauzin Mgmt Yes For Date Name Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.  Elect Director W.J. 'Billy' Tauzin Mgmt Yes For Date Name Rational Account Number Rallot States Reserved Name Rational Rationa	Proposal Text Proposal Text Proposal Mgmt Rec ISS Rec Policy Rec Instruction  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Clifford S. Holtz Mgmt Yes For For Withhold Withhold Woting Policy Rationale: Less than 30% of the board is diverse.  Elect Director W.J. 'Billy' Tauzin Mgmt Yes For For Withhold Withhold Woting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Brent Turner Mgmt Yes For For Withhold Withhold Woting Policy Rationale: Less than 30% of the board is diverse.  Advisory Vote to Ratify Named Executive Mgmt Yes For 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.  Ratify KPMG LLP as Auditors Mgmt Yes For For For For For For For Morn-audit purposes.  etails  mal Account Detail Account Detail Account Number Ballot Status Instructor Name Instructed Approver Name Name Name Name Name Name Name Name	Proposal Text Proposal Text Proposal Mgmt Rec ISS Rec Policy Rec Instruction  Voting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Clifford S. Holtz Mgmt Yes For For Withhold Withhold Withhold Woting Policy Rationale: Less than 30% of the board is diverse.  Elect Director W.J. 'Billy' Tauzin Mgmt Yes For For Withhold Withhold Woting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Brent Turner Mgmt Yes For For Withhold Withhold Woting Policy Rationale: Less than 30% of the board is diverse.  Elect Director Brent Turner Mgmt Yes For For For For For Withhold Withhold Woting Policy Rationale: Less than 30% of the board is diverse.  Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For For For Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.  Ratify KPMG LLP as Auditors Mgmt Yes For For For For For For For Voting Policy Rationale: A vote FOR this Item is warranted because less than one percent of the Fees paid to the auditor are for non-audit purposes.  Ballot Status Ballot Status Auto-Instructed Name Approved Votable Shares than Account Number Ballot Status Auto-Instructed S1/2/2020 Auto-Approved 05/21/2020 05/21/2020 1,116

#### LivePerson, Inc.

Meeting Date: 06/11/2020 Record Date: 04/20/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: LPSN	urity ID: 538146101	Meeting ID: 1433213
<b>Primary CUSIP:</b> 538146101	<b>Primary ISIN:</b> US5381461012	Primary SEDC	<b>L:</b> 2577052	Proxy Level: 3
Total Ballots: 1	Shares Voted: 6,121 Voting Policy: UUA	Votable Shares: 6,121	*Shares on Loan: 0	Shares Instructed: 6,121

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Peter Block	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 Fredrick Mossler	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

Vote

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### LivePerson, Inc.

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
2	Ratify BDO USA, LLP as Audito	ors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote purposes.	FOR this item is warra	nted because no	one of the fe	ees paid to the a	auditor are for	non-audit				
3	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
4	Voting Policy Rationale: A caution mixed responsiveness to sharel engagement details are limited, executive pay program to address Amend Omnibus Stock Plan	oolder concerns followi specific feedback was	ng low support a disclosed, and	for last year	r's say-on-pay p	roposal. Altho d positive impl	ugh shareholdei	e			
4	AITIETIU OTTITIDUS SLUCK PIAIT		Mynnt								
	Voting Policy Rationale: Rased (	on the Equity Plan Scor	recard evaluatio			For	rranted	For	For		
Ballot D	Voting Policy Rationale: Based o	on the Equity Plan Scol	recard evaluatio				rranted.	For	For		
Institutio	- ,	On the Equity Plan Scor Custodian Account Number	recard evaluatio	n (EPSC), a			Approver Name	Date Approved	For	Votable Shares	Shares Voted
Institutio	Details  onal Account Detail	Custodian		n (EPSC), a	vote FOR this p	proposal is wai	Approver	Date	For	Votable Shares	Shares Voted 6,121

Votable

#### **Monolithic Power Systems, Inc.**

Meeting Date: 06/11/2020 Record Date: 04/20/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: MPWR	: 609839105	Meeting ID: 1433049
<b>Primary CUSIP:</b> 609839105	<b>Primary ISIN:</b> US6098391054		Primary SEDOL: B01Z7J	1	Proxy Level: 3
Total Ballots: 1	Shares Voted: 572 Voting Policy: UUA	Votable Shares	: 572	*Shares on Loan: 0	Shares Instructed: 572

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Victor K. Lee	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one wom	an director.				
1.2	Elect Director James C. Moyer	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one wom	an director.				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranto non-audit purposes.	ed because les	ss than one p	percent of the	fees paid to the auditor are fo	r	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	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.



## **Monolithic Power Systems, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
4	Amend Omnibus Stock Plan		Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: Based on Scorecard (EPSC), a vote AGAINS The estimated duration of available vesting;	T this proposal is warrar	nted due to t	he following	key factors:- T	The plan cost i	is excessive;-	e			
Ballot D	etails										
	nal Account Detail s, IA Number)	Custodian Account Number	Ballot Statu	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	05/26/2020	Auto-Approved	05/26/2020		572	572

**Total Shares:** 

## salesforce.com, inc.

Meeting Date: 06/11/2020 Record Date: 04/16/2020	•		<b>Irity ID:</b> 79466L302	<b>Meeting ID:</b> 1434280
Primary CUSIP: 79466L302	Primary ISIN: US79466L3024	Primary SEDOL	<b>:</b> 2310525	Proxy Level: 3
	Shares Voted: 2,473	Votable Shares: 2,473	*Shares on Loan: 0	Shares Instructed: 2,473
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 Marc Benioff	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.		
1b	Elect Director Craig Conway	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 Parker Harris	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 Alan Hassenfeld	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 Neelie Kroes	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 Colin Powell	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 Sanford Robertson	Mgmt	Yes	For	For	For	For

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



#### salesforce.com, inc.

Part	Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
Blect Director Robin Washington   Mgmt   Yes   For	1h	Elect Director John V. Roos		Mgmt	Yes	For	For		For	For		
Valuing Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.    Beed Director Maynard Webb   Mgmt   Yes   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>				
Blect Director Maymard Webb   Mgmt	1i	Elect Director Robin Washington	1	Mgmt	Yes	For	For		For	For		
Noting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.    Toting 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: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.		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>				
Elect Director Susan Wojcick   Mgmt   Yes   For   Fo	1j	Elect Director Maynard Webb		Mgmt	Yes	For	For		For	For		
Amend Omnibus Stock Plan Mgmt Yes For For For For For Plan    Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.   Amend Qualified Employee Stock Purchase   Mgmt Yes   For   Plan		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>				
Amend Omnibus Stock Plan  Mgmt Yes For For For For For For Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  3 Amend Qualified Employee Stock Purchase Mgmt Yes For For For For For For Plan  4 Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable; rine number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.  4 Ratify Ernst & Young LLP as Auditors Mgmt Yes For For For For For For Por For Port Policy Rationale: A vote FOR this Item is warranted because only 21.75 percent of the fee paid to the auditor are for non-audit purposes.  5 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For Por Policy Rationale: Although concerns are noted regarding the magnitude of the CEO's total pay relative to peers and the structure of award payments made under the company's STI plan, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.  6 Provide Right to Act by Written Consent SH Yes Against For For For For Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.  8 Ballot Station Lating Review Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.	1k	Elect Director Susan Wojcicki		Mgmt	Yes	For	For		For	For		
Woting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.  Amend Qualified Employee Stock Purchase Plan  Plan  Noting 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.  Ratify Ernst & Young LLP as Auditors Mgmt Yes For For For Voting Policy Rationale: A vote FOR this item is warranted because only 21.75 percent of the fees paid to the auditor are for non-audit purposes.  Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For For For Policy Rationale: Although concerns are noted regarding the magnitude of the CEO's total pay relative to peers and the structure of award payments made under the company's STI plan, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.  Ballot Detais  Institutional Account Detail (Name, IA Number)  Date Approver Date Approver Votable Shares Votable Shares Votable Shares Shares Votable Shares Shares Votable Shares Votable Shares Shares Votable Shares Shares Votable Shares		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>				
Amend Qualified Employee Stock Purchase Mgmt Yes For For For For Palan    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.    Ratify Emst & Young LLP as Auditors Mgmt Yes For For For For Pormon-audit purposes.	2	Amend Omnibus Stock Plan		Mgmt	Yes	For	For		For	For		
Plan  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.  Ratify Ernst & Young LLP as Auditors Mgmt Yes For For For For For For For Policy Rationale: A vote FOR this item is warranted because only 21.75 percent of the fees paid to the auditor are for non-audit purposes.  Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For For Policy Rationale: Although concerns are noted regarding the magnitude of the CEO's total pay relative to peers and the structure of award payments made under the company's STI plan, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.  Against For For For For For For For Povide Right to Act by Written Consent SH vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.  Ballot Details  Instructor Name Approver Date Approver Name Approver Votable Shares Shares Voted Approver Shares Shares Shares Voted Shares Shares Shares Voted Policy Rationale: A vote FOR this proposal is Shares Shares Voted Policy Rationale: A votable Shares Shares Shares Votable Share		Voting Policy Rationale: Based or	the Equity Plan Score	ecard evaluatio	n (EPSC), a	vote FOR this	proposal is wai	rranted.				
shares reserved is reasonable; and - The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.  4 Ratify Ernst & Young LLP as Auditors Mgmt Yes For For For For For For Voting Policy Rationale: A vote FOR this item is warranted because only 21.75 percent of the fees paid to the auditor are for non-audit purposes.  5 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For Officers' Compensation  **Voting Policy Rationale: Although concerns are noted regarding the magnitude of the CEO's total pay relative to peers and the structure of award payments made under the company's STI plan, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.  6 Provide Right to Act by Written Consent SH Yes Against For For For For Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.  8 Ballot Details  Instructor Name Date Approve Date Approve Name Poposal Shares Votable Shares Shares Votable Shares  **Votable Shares Votable Shares Votable Shares Votable Shares Shares Share	3	• • • •	k Purchase	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 21.75 percent of the fees paid to the auditor are for non-audit purposes.  Advisory Vote to Ratify Named Executive Mgmt Yes For For For For For Voting Policy Rationale: Although concerns are noted regarding the magnitude of the CEO's total pay relative to peers and the structure of award payments made under the company's STI plan, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.  Provide Right to Act by Written Consent SH Yes Against For For For Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.  Ballot Details  Institutional Account Detail (IA Name, IA Number)  Account Number Ballot Status Instructor Name Account Number Account Number Shares Voted Approver Name Votable Shares Shares Voted Shares Shares Voted Shares Shares Voted Shares Voted Shares Voted Shares Voted Shares Share		shares reserved is reasonable; an		-								
Advisory Vote to Ratify Named Executive Mgmt Yes For For For Officers' Compensation  Voting Policy Rationale: Although concerns are noted regarding the magnitude of the CEO's total pay relative to peers and the structure of award payments made under the company's STI plan, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.  6 Provide Right to Act by Written Consent SH Yes Against For For For Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.  8 Ballot Details  Institutional Account Detail (IA Name, IA Number)  Custodian Account Number Ballot Status Instructor Name Instructed Name Approver Approver Name Votable Shares Shares Voted	4	Ratify Ernst & Young LLP as Au	ditors	Mgmt	Yes	For	For		For	For		
Officers' Compensation  Voting Policy Rationale: Although concerns are noted regarding the magnitude of the CEO's total pay relative to peers and the structure of award payments made under the company's STI plan, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.  6 Provide Right to Act by Written Consent  SH  Yes  Against  For  For  For  Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.  Ballot Details  Instructor  Name  Date  Approver  Date  Approved  Votable Shares  Votable Shares  Shares Voted		- '	OR this item is warran	ted because or	nly 21.75 pe	rcent of the fee	es paid to the a	auditor are for				
structure of award payments made under the company's STI plan, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.  6 Provide Right to Act by Written Consent SH Yes Against For For For Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.  Ballot Details  Institutional Account Detail (IA Name, IA Number) Custodian Account Number Ballot Status Name Approver Name Date Approver Name Shares Voted	5		Executive	Mgmt	Yes	For	For		For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.  Ballot Details  Instructor Date Approver Date (IA Name, IA Number) Ballot Status Name Instructed Name Approved Votable Shares Voted		structure of award payments made	de under the company		-			•	•			
Shareholder rights.  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	6	Provide Right to Act by Written	Consent	SH	Yes	Against	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 Voted		,	OR this proposal is wa	rranted given t	that the abili	ity to act by wr	itten consent v	would enhance				
(IA Name, IA Number) Account Number Ballot Status Name Instructed Name Approved Votable Shares Voted	Ballot D	<b>Details</b>										
Sands Capital Mgnt, 6728029078 6728029078 Confirmed Auto-Instructed 05/26/2020 Auto-Approved 05/26/2020 2,473 2,473				Ballot Stat	tus			• • •			Votable Shares	Shares Voted
	Sands Cap	oital Mgnt, 6728029078	6728029078	Confirmed		Auto-Instructed	05/26/2020	Auto-Approved	05/26/2020		2,473	2,473

**Total Shares:** 

2,473



#### **Semtech Corporation**

Meeting Date: 06/11/2020Country: USAPrimary Security ID: 816850101Meeting ID: 1434281Record Date: 04/17/2020Meeting Type: AnnualTicker: SMTC

 Primary CUSIP: 816850101
 Primary ISIN: US8168501018
 Primary SEDOL: 2795542
 Proxy Level: 3

Shares Voted: 4,608 Votable Shares: 4,608 \*Shares on Loan: 0 Shares Instructed: 4,608

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 James P. Burra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There is	is at least 30 pe	ercent diversity.		
1.2	Elect Director Rodolpho C. Cardenuto	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There is	is at least 30 pe	ercent diversity.		
1.3	Elect Director Bruce C. Edwards	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There is	is at least 30 pe	ercent diversity.		
1.4	Elect Director Saar Gillai	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There is	is at least 30 pe	ercent diversity.		
1.5	Elect Director Rockell N. Hankin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There is	is at least 30 pe	ercent diversity.		
1.6	Elect Director Ye Jane Li	Mgmt	Yes	For	For	Withhold	Withhold
	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.There is g	nender	
1.7	Elect Director James T. Lindstrom	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There i	is at least 30 pe	ercent diversity.		
1.8	Elect Director Mohan R. Maheswaran	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There i	is at least 30 pe	ercent diversity.		
1.9	Elect Director Sylvia Summers	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial di	iversity on the bo	ard. There is	is at least 30 pe	ercent diversity.		
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For

Voting Policy Rationale: A vote FOR this item is warranted because only 1.13 percent of the fees paid to the auditor are for non-audit purposes.



#### **Semtech Corporation**

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

Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. LTI awards for NEOs other than the CEO are half performance-conditioned, and STI awards paid out below target based on generally rigorous financial goals. Concerns are raised regarding the CEO's front-loaded equity award. Even when annualized over four years, the magnitude exceeds the median total pay among CEO peers. Further, the target for Relative TSR PSUs may not be viewed as sufficiently challenging, as the goal is to equal the average TSR of the Index. However, at least 85 percent of the CEO's award includes performance conditions, and the FY20 tranche of Relative TSR PSUs was forfeited. The Stock Price PSUs require significant appreciation in share price in order to vest; these awards are capped at target vesting, as are the Relative TSR PSUs in the event of negative TSR. Continued monitoring is warranted, as the commitment not to grant the CEO additional equity before FY24 was somewhat vague.

#### **Ballot Details**

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	05/29/2020	Auto-Approved	05/29/2020	4,608	4,608
						Total Shares:	4,608	4,608

#### **Proofpoint, Inc.**

Meeting Date: 06/12/2020 Record Date: 04/15/2020	Country: USA Meeting Type: Annual	Primary Ticker: F	<b>Security ID:</b> 743424103	<b>Meeting ID:</b> 1426188
<b>Primary CUSIP:</b> 743424103	<b>Primary ISIN:</b> US7434241037	Primary S	SEDOL: B6VDQC3	Proxy Level: 3
Total Ballots: 1	Shares Voted: 756 Voting Policy: UUA	Votable Shares: 756	*Shares on Loan: 0	Shares Instructed: 756

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1a	Elect Director Jonathan Feiber	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at I	east one mino	rity director.				
1b	Elect Director Kevin Harvey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at I	east one mino	rity director.				
1c	Elect Director Leyla Seka	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	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given that the compensation committee demonstrated an adequate degree of responsiveness to the prior year's failed say-on-pay vote. In addition, pay and performance are reasonably aligned at this time.



#### **Proofpoint, Inc.**

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruction	
3	Ratify PricewaterhouseCooper Auditors	s LLP as	Mgmt	Yes	For	For		For	For	
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warrar	ited because or	nly 10.24 pe	rcent of the fee	es paid to the a	auditor are for			
Ballot D	<b>Details</b>									
	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	06/01/2020	Auto-Approved	06/01/2020	756	756
								Total Shares	756	756

Primary Security ID: 873379101

Votable

Voting

Vote

**Meeting ID:** 1433078

#### Tabula Rasa HealthCare, Inc.

Country: USA

Meeting Date: 06/12/2020

ecord [	Date: 04/21/2020	Meeting Type: Ann	ludi		i i ckci i	TRHC		
imary C	CUSIP: 873379101	Primary ISIN: US8733	3791011		Primary	SEDOL: BYQBFS7		Proxy Level: 3
tal Ball	ots: 1	Shares Voted: 2,694 Voting Policy: UUA		Votable Sh	nares: 2,694	*Shares on	Loan: 0	Shares Instructed: 2,694
posal mber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
.1	Elect Director Jan Berger		Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The boo on boards at more than 2 public			rranted for a	all director nom	ninees given the board's fail	ıre	
2	to remove, or subject to a sunsi documents and the classified bo Elect Director Kathrine O'Brien	pard, each of which adv		•		tain changes to the governi.  Withhold	g Withhold	Withhold
.2	documents and the classified bo	nard, each of which adv ard does not include at ard's failure to remove,	Mgmt  least one mino or subject to a	Yes rity director. sunset requ	For  WITHHOLD voicement, the se	Withhold  otes are warranted for all  upermajority vote requirem	Withhold	Withhold
	documents and the classified both Elect Director Kathrine O'Brien  Voting Policy Rationale: The both director nominees given the both to enact certain changes to the	nard, each of which adv ard does not include at ard's failure to remove,	Mgmt  least one mino or subject to a	Yes rity director. sunset requ	For  WITHHOLD voicement, the se	Withhold  otes are warranted for all  upermajority vote requirem	Withhold	Withhold
.2	documents and the classified both Elect Director Kathrine O'Brien Voting Policy Rationale: The both director nominees given the both to enact certain changes to the rights.	ard, each of which adv ard does not include at ard's failure to remove, governing documents a ard does not include at ard's failure to remove,	Mgmt  least one mino or subject to a and the classified  Mgmt  least one mino or subject to a subject to a and the classified	Yes  writy director. sunset requed board, ea  Yes  writy director. sunset requed board, ea  Yes	rights.  For  WITHHOLD voirement, the single of which and For  WITHHOLD voirement, the si	Withhold  otes are warranted for all  upermajority vote requirem  (versely impact shareholder  Withhold  otes are warranted for all  upermajority vote requirem	Withhold  ent  Withhold	



## Tabula Rasa HealthCare, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
3	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote purposes.	FOR this item is warran	ted because no	one of the fe	ees paid to the a	auditor are for	non-audit				
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	05/22/2020	Auto-Approved	05/22/2020		2,694	2,694
								Total Shares:	. ——	2,694	2,694

#### **Howmet Aerospace Inc.**

Meeting Date: 06/15/2020 Record Date: 04/27/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: HWM	urity ID: 443201108	Meeting ID: 1433032
Primary CUSIP: 443201108	<b>Primary ISIN:</b> US4432011082	Primary SEDO	<b>L:</b> BKLJ8V2	Proxy Level: 3
	Shares Voted: 1,552	Votable Shares: 1,552	*Shares on Loan: 0	Shares Instructed: 1,552
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 James F. Albaugh	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	ity director.				
1b	Elect Director Amy E. Alving	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	ity director.				
1c	Elect Director Joseph S. Cantie	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	ity director.				
1d	Elect Director Robert F. Leduc	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	ity director.				
1e	Elect Director David J. Miller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	ity director.				
1f	Elect Director Jody G. Miller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	ity director.				
1g	Elect Director Tolga I. Oal	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at le	east one minor	ity director.				



#### **Howmet Aerospace Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1h	Elect Director Nicole W. Piasecki		Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The board on boards at more than 2 public of		east one mino.	rity director.	The nominee is	is employed full-time and s	sits		
1i	Elect Director John C. Plant		Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The board on boards at more than 2 public of		east one mino	rity director.	The nominee is	is employed full-time and s	sits		
1j	Elect Director Ulrich R. Schmidt		Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The board	d does not include at le	east one mino	rity director.					
2	Ratify PricewaterhouseCoopers L Auditors	LP as	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote FC purposes.	OR this item is warrante	ed because no	ne of the fe	es paid to the	auditor are for non-audit			
3	Advisory Vote to Ratify Named E Officers' Compensation	xecutive	Mgmt	Yes	For	Against	Against	Against	
	Voting Policy Rationale: A vote AC support, the company disclosed or were primarily focused on the spe made to these arrangements, tho employment term. Additionally, the \$20 million bonus opportunity. We secondary employment arrangements and the warranted as the company disclose cost to investors.	ertain engagement effocial compensation arra ugh it does note the co ne company granted th hile new hire awards a nents were relatively sh ne cash bonus have alre	orts and feedb ingements ma ommittee cons e new CEO tw re a common s ort given the i ady vested or	nack received ande with the sidered the f yo sizable eq market prac magnitude o been deema	d. The proxy in CEO and COO feedback when ruity grants in a tice, the term of the grants. F ed earned. Las	dicated investor conversa but does not disclose cha extending the CEO's 2019 in addition to a pote of the CEO's initial and outher, the first equity gra tly, continued monitoring	tions inges ntial int, is		
4	Reduce Ownership Threshold for Shareholders to Call Special Mee		SH	Yes	Against	Against	Against	Against	
	Voting Policy Rationale: A vote AC percent ownership requirement no majority of shareholders.		_						
Ballot D	etails								
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Approver Instructed Name	Date Approved	Votable Shares Sha	ares Vot

# **General Motors Company**

6728029082

Rhumbline Custom S&P Index, 6728029082

Meeting Date: 06/16/2020	Country: USA	Primary Security ID: 37045V100	<b>Meeting ID:</b> 1430692
Record Date: 04/17/2020	Meeting Type: Annual	Ticker: GM	
Primary CUSIP: 37045V100	Primary ISIN: US37045V1008	Primary SEDOL: B665KZ5	Proxy Level: 3

Auto-Instructed

06/02/2020

Auto-Approved

06/02/2020

Total Shares:

1,552

1,552

1,552

1,552

Confirmed



#### **General Motors Company**

Shares Voted: 2,104 Votable Shares: 2,104 \*Shares on Loan: 0 Shares Instructed: 2,104

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 Mary T. Barra	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.		
1b	Elect Director Wesley G. Bush	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 Linda R. Gooden	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 Joseph Jimenez	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 Jane L. Mendillo	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 Judith A. Miscik	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 Patricia F. Russo	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.		
1h	Elect Director Thomas M. Schoewe	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 Theodore M. Solso	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 Carol M. Stephenson	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.		
1k	Elect Director Devin N. Wenig	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Pationale: A vote FOP this proposal is war	anted Annua	l incentives	are haced nred	lominantly on pre-set financia	,	

Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives are based predominantly on pre-set, financial performance goals and both FY19 targets were set above actual FY18 performance levels. Long-term incentives are also majority performance-conditioned, with two-thirds of the FY19 award targeting above-median relative financial performance. FY20 equity awards will also introduce a cap on relative TSR shares for negative absolute performance and a cap on relative ROIC shares for company performance below the WACC. However, two issues warrant continued shareholder monitoring. First, the committee's assessment of individual performance in the STI program was again deemed to be above-target, when both financial targets went unmet. Second, changes to 2020 equity awards will also increase the proportion of the award targeting merely median relative TSR, and decrease the portion targeting above-median relative ROIC. Nevertheless, the pay-for-performance misalignment for the year in review was sufficiently mitigated.



2,104

2,104

06/02/2020

Total Shares:

2,104

2,104

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

## **General Motors Company**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
3	Advisory Vote on Say on Pay Fre	equency	Mgmt	Yes	One Year	One Year		One Year	One Year		
	Voting Policy Rationale: A vote for	r the adoption of an Al	INUAL say-on	-pay frequei	ncy is warrante	ed.					
4	Ratify Ernst & Young LLP as Aud	litors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrante	ed because on	ly 10.00 pei	rcent of the fee	es paid to the a	uditor are for				
5	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 war	ranted.				
6	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 t	hat the abili	ty to act by wr	itten consent v	vould enhance				
7	Amend Proxy Access Right		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC limit would improve the company				imination of the	e 20-sharehold	ler aggregation				
8	Report on Human Rights Policy Implementation		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC and remediation related to GM's is shareholders with a better unders	mplementation of its H	uman Rights i	Policy and Si	upplier Code of	f Conduct will µ					
9	Report on Lobbying Payments a	nd Policy	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FC expenditures, trade association pathe risks and benefits associated	ayments, and managen	nent-level ove	ersight mech	anisms would	, , ,	5	s			
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

Ingersoll Rand, In	C.		
Meeting Date: 06/16/2020	Country: USA	Primary Security ID: 45687V106	<b>Meeting ID:</b> 1432468
<b>Record Date:</b> 04/22/2020	Meeting Type: Annual	Ticker: IR	
Primary CUSIP: 45687V106	<b>Primary ISIN:</b> US45687V1061	Primary SEDOL: BL5GZ82	Proxy Level: 1

Auto-Instructed

06/02/2020

Auto-Approved

Confirmed

6728029082



Shares Instructed: 1.133

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

#### **Ingersoll Rand, Inc.**

Total Ballots: 1

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
1a	Elect Director Kirk E. Arnold	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-tand racial diversity on the board. There is at least 30 p.			more than 2 p	ublic companies	There is gender	
1b	Elect Director William P. Donnelly	Mgmt	Yes	For	For	Withhold	Withhold

\*Shares on Loan: 0

Against

Against

Votable Shares: 1,133

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.

Shares Voted: 1,133

Voting Policy: UUA

Elect Director Marc E. Jones Mgmt For For For Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.

Yes

Mgmt Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 46.97 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the

independence of the auditor.

Ratify Deloitte & Touche LLP as Auditors

#### **Ballot Details**

1c

2

Institutional Account Detail (IA Name, 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	05/21/2020	Auto-Approved	05/21/2020	1,133	1,133
						Total Shares:	1,133	1,133

For

For

#### MetLife, Inc.

Meeting Date: 06/16/2020 Record Date: 04/23/2020	Country: USA Meeting Type: Annual	Primary Securit Ticker: MET	y <b>ID:</b> 59156R108	<b>Meeting ID:</b> 1432611
Primary CUSIP: 59156R108	Primary ISIN: US59156R1086	Primary SEDOL: 25	573209	Proxy Level: 3
	Shares Voted: 2,072	Votable Shares: 2,072	*Shares on Loan: 0	Shares Instructed: 2,072
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl W. Grise	Mgmt	Yes	For	For	For	For
	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 Carlos M. Gutierrez	Mgmt	Yes	For	For	For	For

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



#### MetLife, Inc.

(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 Instructi	on	
1c	Elect Director Gerald L. Hassell		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 p	ercent diversity					
1d	Elect Director David L. Herzog		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 p	ercent diversity	:				
1e	Elect Director R. Glenn Hubbard		Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nomi and racial diversity on the board.				more than 2 p	ublic companies	s.There is gende	er			
1f	Elect Director Edward J. Kelly, II	П	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 p	ercent diversity	:				
1g	Elect Director William E. Kennard	d	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 p	ercent diversity	:				
1h	Elect Director Michel A. Khalaf		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 p	ercent diversity					
1i	Elect Director Catherine R. Kinne	еу	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 p	ercent diversity					
1j	Elect Director Diana L. McKenzie	2	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nomi and racial diversity on the board.				more than 2 p	ublic companies	s.There is gende	er			
1k	Elect Director Denise M. Morrison	n	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The nomi and racial diversity on the board.				more than 2 p	ublic companies	s.There is gende	er			
11	Elect Director Mark A. Weinberge	er	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 p	ercent diversity					
2	Ratify Deloitte & Touche LLP as	Auditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warran	ted because or	nly 12.62 per	rcent of the fe	es paid to the a	uditor are for				
3	Advisory Vote to Ratify Named E Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC this time.	OR this proposal is wa	rranted as CEC	pay and co	mpany perfori	mance are reaso	onably aligned a	at			
Ballot D											
	onal Account Detail e. IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	

**Ballot Status** 

Confirmed

**Account Number** 

6728029082

Auto-Instructed

Instructed

05/13/2020

Auto-Approved

Approved

05/17/2020

Total Shares:

**Votable Shares** 

2,072

2,072

2,072



#### MetLife, Inc.

#### Square, Inc.

Institutional Account Detail

Sands Capital Mgnt, 6728029078

(IA Name, IA Number)

_	<b>Date:</b> 06/16/2020 <b>Date:</b> 04/20/2020	Country: USA Meeting Type:	Annual		Prima Ticker	ry Security ID: 85 : SQ	52234103	Meet	ing ID: 1426194
rimary C	:USIP: 852234103	Primary ISIN: US	8522341036		Primar	y SEDOL: BYNZGK1		Proxy	Level: 4
otal Ballo	ots: 1	Shares Voted: 7,1 Voting Policy: UU		Votable Si	<b>hares:</b> 7,110	*	Shares on Loan: 0	Share	s Instructed: 7,110
oposal umber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.1	Elect Director Roelof Botha		Mgmt	Yes	For	Withhold	Withhold	Withhold	
	Voting Policy Rationale: The b on boards at more than 2 pub James (Jim) McKelvey given ti requirement to enact certain of shareholder rights.	lic companies.WITHH he board's failure to r	IOLD votes are war emove, or subject	rranted for i to a sunset	incumbent din requirement,	ector nominees Roo the supermajority	elof Botha and vote		
1.2	Elect Director Amy Brooks		Mgmt	Yes	For	For	Withhold	Withhold	
	Voting Policy Rationale: The b	oard does not include	e at least one mino	rity director					
1.3	Elect Director James McKelve	ey	Mgmt	Yes	For	Withhold	Withhold	Withhold	
	Voting Policy Rationale: The b incumbent director nominees a sunset requirement, the super classified board, each of which	Roelof Botha and Jan majority vote require	nes (Jim) McKelvey ment to enact cert	given the b	ooard's failure	to remove, or subj	iect to a		
2	Advisory Vote to Ratify Name Officers' Compensation	ed Executive	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote	e FOR this proposal is	warranted as pay	and perform	mance are rea	sonably aligned at	this time.		
3	Ratify Ernst & Young LLP as	Auditors	Mgmt	Yes	For	For	For	For	
	Voting Policy Rationale: A vote non-audit purposes.	P. FOR this item is wai	rranted because or	nly 10.70 pe	rcent of the fo	ees paid to the aud	itor are for		
4	Report on Non-Management Representation on the Board		SH	Yes	Against	Against	Against	Against	
	Voting Policy Rationale: A vote disclosures appear to be provi report may meaningfully addre	ding it with adequate	oversight of work	force issues.					

**Ballot Status** 

Confirmed

Custodian

6728029078

**Account Number** 

Instructor

Auto-Instructed

Name

Date

Instructed

06/02/2020

Approver

Auto-Approved

Name

Date

Approved

06/02/2020

Total Shares:

Votable Shares

7,110

7,110

Shares Voted

7,110



Record D	Date: 06/17/2020 ate: 04/20/2020	Country: USA Meeting Type: An	nual		Primary Ticker:	<b>y Security ID</b> NOW	: 81762P102			Meeting ID: 14263	10
Primary C	<b>JSIP:</b> 81762P102	Primary ISIN: US817	762P1021		Primary	SEDOL: B80NXX	(8			Proxy Level: 3	
Γotal Ballo	o <b>ts:</b> 1	Shares Voted: 4,535 Voting Policy: UUA		Votable S	<b>hares:</b> 4,535		*Shares on Lo	<b>an:</b> 0	!	Shares Instructed: 4,	535
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
1a	Elect Director William R. "Bil	II" McDermott	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The L	board does not include at	t least one mino	rity director	:						
1b	Elect Director Anita M. Sand	S	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The L	board does not include at	t least one mino	rity director	:						
1c	Elect Director Dennis M. Wo	odside	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: The L	board does not include at	t least one mino	rity director	:						
2	Advisory Vote to Ratify Nam Officers' Compensation	ed Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vot	te AGAINST this proposal	' is warranted, p	orimarily due	e to the magnit	ude of the new	v CEO's total pa	<i>y</i>			
	•	w-hire awards were large the company and ISS' me tion of which are still out to 2020, which states that king payments. While the otential duplicative payou ce period as in the STI p	e, half were time dian total pay fo standing, and th this previous en e company impr uts, given that to rogram. Furthel	e-based, and or peers. His he company orployer has oved its disc the annual g or, investors	d this portion of s FY19 grant va y may have to p acknowledged closure of incer grant of equity w	of the award wa alue also did no ay. The compa tits obligation to ative programs was based on t	as valued at \$20 ot include certai any did provide to make these in FY2019, the the same finance	n n a re ial			
3	Voting Policy Rationale: A vot for the year in review. His new million, which exceeds both to make-whole payments, a port supplemental filing on June 4, payments and has begun mai are still concerns regarding pogoal and one-year performants.	w-hire awards were large the company and ISS' me tion of which are still out t, 2020, which states that king payments. While the otential duplicative payou ce period as in the STI p te the company's peer m	e, half were time dian total pay fo standing, and th this previous en e company impr uts, given that to rogram. Furthel	e-based, and or peers. His he company orployer has oved its disc the annual g or, investors	d this portion of s FY19 grant va y may have to p acknowledged closure of incer grant of equity w	of the award wa alue also did no ay. The compa tits obligation to ative programs was based on t	as valued at \$20 ot include certai any did provide to make these in FY2019, the the same finance	n n a re ial	For		
3	Voting Policy Rationale: A vot for the year in review. His new million, which exceeds both to make-whole payments, a port supplemental filing on June 4, payments and has begun mai are still concerns regarding pogoal and one-year performant grant in FY20 is also set about Ratify PricewaterhouseCoop	w-hire awards were large the company and ISS' me tion of which are still out to 2020, which states that king payments. While the otential duplicative payou ce period as in the STI p we the company's peer me ers LLP as	e, half were time dian total pay fi standing, and th this previous en e company impr uts, given that to rogram. Further edian total CEO Mgmt	e-based, and pressed, and pressed, and pressed its distinction of the company of	d this portion of s FY19 grant varies for this portion of the formal distribution of the formal distri	of the award wa alue also did no pay. The compa dits obligation of the programs was based on t the CEO's antio	as valued at \$20 ot include certai any did provide to make these in FY2019, thei the same financi cipated annual L	on a a re ial TI For	For		
3	Voting Policy Rationale: A vot for the year in review. His new million, which exceeds both to make-whole payments, a port supplemental filing on June 4, payments and has begun mal are still concerns regarding pagoal and one-year performangrant in FY20 is also set above Ratify PricewaterhouseCoope Auditors  Voting Policy Rationale: A voting Pol	w-hire awards were large the company and ISS' me tion of which are still out to 2020, which states that king payments. While the otential duplicative payou ce period as in the STI p we the company's peer me ers LLP as	e, half were time dian total pay fi standing, and th this previous en e company impr uts, given that to rogram. Further edian total CEO Mgmt	e-based, and pressed, and pressed, and pressed its distinction of the company of	d this portion of s FY19 grant varies for this portion of the formal distribution of the formal distri	of the award wa alue also did no pay. The compa dits obligation of the programs was based on t the CEO's antio	as valued at \$20 ot include certai any did provide to make these in FY2019, thei the same financi cipated annual L	on a a re ial TI For	For		
	Voting Policy Rationale: A vot for the year in review. His new million, which exceeds both to make-whole payments, a port supplemental filing on June 4, payments and has begun mai are still concerns regarding port of the payment in FY20 is also set above Ratify PricewaterhouseCoope Auditors  Voting Policy Rationale: A vot non-audit purposes.	w-hire awards were large the company and ISS' me tion of which are still out to 2020, which states that king payments. While the otential duplicative payouce period as in the STI pre the company's peer meers LLP as	e, half were time dian total pay fi standing, and th this previous en- e company impro uts, given that to rogram. Further edian total CEO Mgmt htted because les Mgmt	e-based, and present the company imployer has soved its distinct annual grant, investors apay.  Yes  Yes  Yes	d this portion of a FY19 grant variety of the second of th	of the award wa halue also did no hay. The compo hits obligation of hit programs was based on t the CEO's antic For fees paid to th	as valued at \$20 ot include certai any did provide to make these in FY2019, thei the same financipated annual L	on a a e e al TI For			
	Voting Policy Rationale: A vot for the year in review. His new million, which exceeds both to make-whole payments, a ponsupplemental filing on June 4, payments and has begun mai are still concerns regarding pagoal and one-year performangrant in FY20 is also set above Ratify PricewaterhouseCoope Auditors  Voting Policy Rationale: A vot non-audit purposes.  Declassify the Board of Direct Voting Policy Rationale: A voting Pol	w-hire awards were large the company and ISS' me tion of which are still out to 2020, which states that king payments. While the otential duplicative payouce period as in the STI per the company's peer meers LLP as the FOR this item is warranteers. The FOR this item is warranteers to shareholders' interests to shareholders' interests.	e, half were time dian total pay fi standing, and th this previous en- e company impro uts, given that to rogram. Further edian total CEO Mgmt htted because les Mgmt	e-based, and present the company imployer has soved its distinct annual grant, investors apay.  Yes  Yes  Yes	d this portion of a FY19 grant variety of the second of th	of the award wa halue also did no hay. The compo hits obligation of hit programs was based on t the CEO's antic For fees paid to th	as valued at \$20 ot include certai any did provide to make these in FY2019, thei the same financipated annual L	on a a e e al TI For		г	
4	Voting Policy Rationale: A vot for the year in review. His new million, which exceeds both to make-whole payments, a port supplemental filing on June 4, payments and has begun mai are still concerns regarding per goal and one-year performant grant in FY20 is also set above Ratify PricewaterhouseCoope Auditors  Voting Policy Rationale: A vot non-audit purposes.  Declassify the Board of Direct Voting Policy Rationale: A vot demonstrates a commitment	w-hire awards were large the company and ISS' metion of which are still out to 2020, which states that king payments. While the otential duplicative payouce period as in the STI pre the company's peer meters LLP as  See FOR this item is warranteer for this proposal is were to shareholders' interests of the strength o	e, half were time dian total pay fic standing, and ti this previous en e company impro uts, given that ti rogram. Further edian total CEO  Mgmt  Mgmt  Arranted as it en is on the part of  Mgmt	e-based, and property discovering the company of th	d this portion of a FY19 grant very may have to per acknowledged closure of incertant of equity to may note that the percent of the For and accountabilint.  One Year	of the award wa alue also did no bay. The compa its obligation to tive programs was based on to the CEO's antic For fees paid to the For ity to sharehold	as valued at \$20 ot include certai any did provide to make these in FY2019, thei the same financipated annual L	on a a e e fal TI  For	For	r	
4 5 Ballot D	Voting Policy Rationale: A vot for the year in review. His new million, which exceeds both to make-whole payments, a ponsupplemental filing on June 4, payments and has begun mai are still concerns regarding pagoal and one-year performangrant in FY20 is also set above Ratify PricewaterhouseCoope Auditors  Voting Policy Rationale: A vot non-audit purposes.  Declassify the Board of Direct Voting Policy Rationale: A vot demonstrates a commitment Advisory Vote on Say on Pay Voting Policy Rationale: A vote that you want to be a voting Policy Rationale: A voting	w-hire awards were large the company and ISS' metion of which are still out to 2020, which states that king payments. While the otential duplicative payouce period as in the STI pre the company's peer meters LLP as  "The FOR this item is warranted to shareholders' interests by Frequency  "The for the adoption of an interest and the state of the adoption of an interest are for the adoption of an interest and the state of the adoption of an interest and the state of the adoption of an interest and the state of the adoption of an interest and the state of the adoption of an interest and the state of the adoption of an interest and the state of the adoption of an interest and the state of	e, half were time dian total pay fic standing, and ti this previous en e company impro uts, given that ti rogram. Further edian total CEO  Mgmt  Mgmt  Arranted as it en is on the part of  Mgmt	e-based, and property discovering the company of th	d this portion of a FY19 grant version of a FY19 grant version of a FY19 grant version of a Colored Trans of equity of a For a percent of the For and accountabiling.  One Year ency is warranted this portion of the Po	of the award wa alue also did no bay. The compo- tits obligation to titive programs was based on to the CEO's antic For fees paid to the For One Year	as valued at \$20 of include certain of include certain of include certain of include the same finance of include annual Language of including and annual Language of including and inclu	on a a a a a a a a a a a a a a a a a a a	For	r	
4 5 Ballot D Institutio	Voting Policy Rationale: A vot for the year in review. His new million, which exceeds both to make-whole payments, a port supplemental filing on June 4, payments and has begun mai are still concerns regarding port goal and one-year performangrant in FY20 is also set above Ratify PricewaterhouseCoop Auditors  Voting Policy Rationale: A vot non-audit purposes.  Declassify the Board of Direct Voting Policy Rationale: A vot demonstrates a commitment Advisory Vote on Say on Pay Voting Policy Rationale: A vot	w-hire awards were large the company and ISS' metion of which are still out to 2020, which states that king payments. While the otential duplicative payouce period as in the STI pre the company's peer meters LLP as  See FOR this item is warranteer for this proposal is were to shareholders' interests of the strength o	e, half were time dian total pay fic standing, and ti this previous en e company impro uts, given that ti rogram. Further edian total CEO  Mgmt  Mgmt  Arranted as it en is on the part of  Mgmt	e-based, and present the company inployer has oved its discherance of the annual grant	d this portion of a FY19 grant very may have to per acknowledged closure of incertant of equity to may note that the percent of the For and accountabilint.  One Year	of the award wa alue also did no bay. The compa its obligation to tive programs was based on to the CEO's antic For fees paid to the For ity to sharehold	as valued at \$20 ot include certai any did provide to make these in FY2019, thei the same financipated annual L	on a a e e fal TI  For	For	r Votable Shares	Shares Voted

**Total Shares:** 

4,535



#### **Delta Air Lines, Inc.**

Meeting Date: 06/18/2020	Country: USA	Primary Security ID: 247361702	Meeting ID: 1433290
Record Date: 04/30/2020	Meeting Type: Annual	Ticker: DAL	

 Primary CUSIP: 247361702
 Primary ISIN: US2473617023
 Primary SEDOL: B1W9D46
 Proxy Level: 3

Shares Voted: 955 Votable Shares: 955 \*Shares on Loan: 0 Shares Instructed: 955

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruct
1a	Elect Director Edward H. Bastian	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.		
1b	Elect Director Francis S. Blake	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.		
1c	Elect Director Ashton B. Carter	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 David G. DeWalt	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.		
1e	Elect Director William H. Easter, III	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 gel	nder	
1f	Elect Director Christopher A. Hazleton	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.		
1g	Elect Director Michael P. Huerta	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 Jeanne P. Jackson	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.		
1i	Elect Director George N. Mattson	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.		
1j	Elect Director Sergio A. L. Rial	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 gei	nder	
1k	Elect Director David S. Taylor	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.		
11	Elect Director Kathy N. Waller	Mgmt	Yes	For	For	For	For



#### **Delta Air Lines, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	on		
2	Advisory Vote to Ratify Named Ex Officers' Compensation	ecutive	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote FOI review.	R this proposal is warr	anted as pay	and perforn	nance are reas	onably aligned i	for the year in					
3	Ratify Ernst & Young LLP as Audit	tors	Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote FOI non-audit purposes.	R this item is warrante	ed because on	ly 16.63 per	rcent of the fee	es paid to the a	uditor are for					
4	Provide Right to Act by Written Co	onsent	SH	Yes	Against	For		For	For			
	Voting Policy Rationale: A vote FOI shareholder rights.	R this proposal is warr	anted given t	hat the abili	ty to act by wr	itten consent w	ould enhance					
5	Report on Climate Lobbying		SH	Yes	Against	For		For	For			
	Voting Policy Rationale: A vote FOI review of how the company's and the increasing risks to the company	its trade associations'	lobbying posit			•		f				
6	Report on Political Contributions		SH	Yes	Against	For		For	For			
	Voting Policy Rationale: A vote FOI contributions and indirect political management- and board-level over company's management of related	contributions through rsight of electoral spel	trade associa	tions and ot	her tax-exemp	t organizations,	as well as its					
7	Report on Sexual Harassment Pol	icy	SH	Yes	Against	For		For	For			
	Voting Policy Rationale: A vote FOI about what the company is doing to						information					
Ballot D	etails											
	onal Account Detail	Custodian	Pallet Stat		Instructor	Date	Approver	Date		Votable Shares	Charge \	Votod

#### Discovery, Inc.

Elect Director Robert R. Bennett

1.1

(IA Name, IA Number)

Rhumbline Custom S&P Index, 6728029082

Discovery, The							
Meeting Date: 06/18/2020	Country: USA	Primary Securi	ty ID: 25470F104	<b>Meeting ID:</b> 1433179			
<b>Record Date:</b> 04/20/2020	te: 04/20/2020 <b>Meeting Type:</b> Annual		Ticker: DISCA				
Primary CUSIP: 25470F104	<b>Primary ISIN:</b> US25470F1049	Primary SEDOL: E	33D7K31	Proxy Level: 3			
	Shares Voted: 247	Votable Shares: 247	*Shares on Loan: 0	Shares Instructed: 247			
Total Ballots: 1	Voting Policy: UUA						
Proposal Number Proposal Text	Proponent	Votable : Proposal Mgmt Rec ISS Re	Voting ec Policy Rec	Vote Instruction			

Name

Auto-Instructed

Instructed

06/02/2020

Name

Auto-Approved

Approved

06/02/2020

Withhold

Withhold

Total Shares:

**Votable Shares** 

955

955

**Shares Voted** 

955

955

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

Yes

Mgmt

**Ballot Status** 

Confirmed

**Account Number** 

6728029082

Withhold

For



#### Discovery, Inc.

roposal Iumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
	Voting Policy Rationale: The bo nominee is employed full-time a director nominees given the col between pay and performance.	and sits on boards at mo	ore than 2 publ	ic companie.	s.WITHHOLD I	otes are warra	anted for all				
1.2	Elect Director John C. Malone		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: The bo nominee is employed full-time of director nominees given the con between pay and performance.	and sits on boards at mo	ore than 2 publ	ic companie.	s.WITHHOLD v	otes are warra	anted for all				
1.3	Elect Director David M. Zaslav		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: The bo nominee is employed full-time a director nominees given the col between pay and performance.	and sits on boards at mo	ore than 2 publ	ic companie.	s.WITHHOLD v	otes are warra	anted for all				
2	Ratify PricewaterhouseCooper Auditors	s LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warran	ted because on	ly 7.01 perc	ent of the fees	paid to the au	uditor are for				
3	Advisory Vote to Ratify Named Officers' Compensation	d Executive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote underscore a pay-for-performan opportunities are outsized, while incentive award is linked to objachievement levels. Moreover, practice has the effect of increase program for other NEOs was en	nce misalignment. CEO a ch resulted in an annual fective financial metrics, the company continues asing compensation with	Zaslav's base so I incentive payo and certain find to benchmark o nout providing a	alary remain ut that is ve ancial target CEO pay abo a sufficient li	es large, and his ery large. In ad t goals were se ove the 75th pe ink to company	s annual incendition, only had t below the propercentile of the properprimence.	tive If of his annual ior year's e peer group. Th The LTI	is			
4	Adopt Simple Majority Vote		SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote the company's existing governic corporate transactions that imp	ng documents would en	-			- ,	•	đ			
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
Rhumhline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	06/05/2020	Auto-Approved	06/05/2020		247	247
randinibilin											

#### MyoKardia, Inc.

Meeting Date: 06/18/2020	Country: USA	Primary Security ID: 62857M105	<b>Meeting ID:</b> 1426259
Record Date: 04/20/2020	Meeting Type: Annual	Ticker: MYOK	
Primary CUSIP: 62857M105	Primary ISIN: US62857M1053	Primary SEDOL: BYNZF59	Proxy Level: 3



## MyoKardia, Inc.

Total Ball	ots: 1	Shares Voted: 777 Voting Policy: UUA		Votable Sh	nares: 777		*Shares on Lo	an: 0	S	hares Instructed: 7	//
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on	
1.1	Elect Director David P. Meeker		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: The nor votes are warranted for director subject to a sunset requirement the classified board, each of wh	nominees Mark Perry, t, the supermajority vo	. David Meeker, te requirement t	and Wendy to enact cen	Yarno given th	e board's failu	re to remove, d				
1.2	Elect Director Mark L. Perry		Mgmt	Yes	For	Withhold		Withhold	Withhold		
	Voting Policy Rationale: WITHH given the board's failure to rem changes to the governing docur	ove, or subject to a su	nset requiremen	nt, the super	majority vote r	equirement to	enact certain				
	Elect Director Wendy L. Yarno		Mgmt	Yes	For	Withhold		Withhold	Withhold		
1.3	Lieut Birector Werlay E. Tarrio		9	105	101						
1.3	Voting Policy Rationale: WITHH given the board's failure to remchanges to the governing docur	ove, or subject to a su	ted for director n	nominees Ma nt, the super	ark Perry, David majority vote i	d Meeker, and requirement to	enact certain				
1.3	Voting Policy Rationale: WITHH given the board's failure to rem	ove, or subject to a su ments and the classified	ted for director n	nominees Ma nt, the super	ark Perry, David majority vote i	d Meeker, and requirement to	enact certain	For	For		
	Voting Policy Rationale: WITHH given the board's failure to remchanges to the governing docur	ove, or subject to a su ments and the classifie s LLP as	ted for director r nset requiremen d board, each oi Mgmt	nominees Ma nt, the super f which adve Yes	ark Perry, Davio majority vote i ersely impacts : For	d Meeker, and requirement to shareholder rig For	enact certain ahts.		For		
	Voting Policy Rationale: WITHH given the board's failure to remchanges to the governing docur Ratify PricewaterhouseCoopers Auditors  Voting Policy Rationale: A vote	ove, or subject to a su ments and the classifie s LLP as FOR this item is warral	ted for director r nset requiremen d board, each oi Mgmt	nominees Ma nt, the super f which adve Yes	ark Perry, Davio majority vote i ersely impacts : For	d Meeker, and requirement to shareholder rig For	enact certain ahts.		For		
2	Voting Policy Rationale: WITHH given the board's failure to remchanges to the governing docur Ratify PricewaterhouseCoopers Auditors  Voting Policy Rationale: A vote in non-audit purposes.  Advisory Vote to Ratify Named	ove, or subject to a suments and the classified in LLP as  FOR this item is warrant Executive	ted for director n nset requirement d board, each of Mgmt nted because les	nominees Ma tt, the super f which adve Yes ss than one	ark Perry, David majority vote in ersely impacts : For percent of the	d Meeker, and equirement to shareholder rig For fees paid to th	enact certain nhts. ne auditor are fo	or For			
2	Voting Policy Rationale: WITHH given the board's failure to remchanges to the governing docur Ratify PricewaterhouseCoopers Auditors  Voting Policy Rationale: A vote on non-audit purposes.  Advisory Vote to Ratify Named Officers' Compensation  Voting Policy Rationale: Althougereasonably aligned at this time.	ove, or subject to a suments and the classified in LLP as  FOR this item is warrant Executive	ted for director n nset requirement d board, each of Mgmt nted because les	nominees Ma tt, the super f which adve Yes ss than one	ark Perry, David majority vote in ersely impacts : For percent of the	d Meeker, and equirement to shareholder rig For fees paid to th	enact certain nhts. ne auditor are fo	or For			
2 3 Ballot D	Voting Policy Rationale: WITHH given the board's failure to remchanges to the governing docur Ratify PricewaterhouseCoopers Auditors  Voting Policy Rationale: A vote on non-audit purposes.  Advisory Vote to Ratify Named Officers' Compensation  Voting Policy Rationale: Althougereasonably aligned at this time.	ove, or subject to a suments and the classified in LLP as  FOR this item is warrant	ted for director n nset requirement d board, each of Mgmt nted because les	rominees Ma t, the super f which adve Yes Ses than one f Yes	ark Perry, David majority vote in ersely impacts : For percent of the	d Meeker, and equirement to shareholder rig For fees paid to th	enact certain nhts. ne auditor are fo	or For	For	Votable Shares	Shares Voted
2 3 Ballot D Institution (IA Name	Voting Policy Rationale: WITHH given the board's failure to remchanges to the governing docur Ratify PricewaterhouseCoopers Auditors  Voting Policy Rationale: A vote in non-audit purposes.  Advisory Vote to Ratify Named Officers' Compensation  Voting Policy Rationale: Although reasonably aligned at this time.	ove, or subject to a suments and the classified is LLP as  FOR this item is warranteed in some concerns are in Custodian	ted for director name trequirement dispard, each of Mgmt  Mgmt  Mgmt  Mgmt  Mgmt  Mgmt  Mgmt	rominees Ma t, the super f which adve Yes Ses than one f Yes	ark Perry, David majority vote in ersely impacts of For percent of the For osal is warrante	d Meeker, and equirement to shareholder rig	enact certain nhts.  The auditor are formance are approver	For Pate	For	Votable Shares	Shares Voted

## **Norwegian Cruise Line Holdings Ltd.**

Meeting Date: 06/18/2020	Country: Bermuda	Primary Security ID: G66721104	Meeting ID: 1431433
Record Date: 04/01/2020	Meeting Type: Annual	Ticker: NCLH	
Primary CUSIP: G66721104	Primary ISIN: BMG667211046	Primary SEDOL: B9CGTC3	Proxy Level: N/A



## **Norwegian Cruise Line Holdings Ltd.**

otal Ballo	nte: 1	Shares Voted: 860 Voting Policy: UUA		Votable Sh	nares: 860		*Shares on Lo	oan: 0	5	Shares Instructed: 8	60
roposal umber	Proposal Text	Totally Folicy Foot	Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	ion	
1a	Elect Director David M. Abrar	ns	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 John W. Chidse	гу	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	rcent diversity	/.				
1c	Elect Director Russell W. Gall	out	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	rcent diversity	<i>/</i> .				
			Mgmt	Yes	For	For		For	For		
2	Advisory Vote to Ratify Name Officers' Compensation  Voting Policy Rationale: A vote which the company capped at the CEO are predominately pa performance targets. Some co	e FOR this proposal is we target when positive, or id in performance-condi	arranted. The ar ne-time adjustm itioned equity wi	nnual bonus nents were n hich includes	was entirely be nade that incre s clearly disclos	ased on a final ased payout. I ed forward-loo	LTI awards for oking				
	Officers' Compensation  Voting Policy Rationale: A vote which the company capped at the CEO are predominately pa performance targets. Some co the performance of the CEO's monitor.	e FOR this proposal is we target when positive, oi id in performance-condi ncerns are noted regard front-loaded equity awa	arranted. The ai ne-time adjustm tioned equity wi ded the size of to ord that vested in	nnual bonus nents were n hich includes he CEO's bas	was entirely be nade that incre s clearly disclos se salary and to	ased on a fina ased payout. I ed forward-loo he poor disclos	LTI awards for oking sure regarding	One Year	One Yea	Ir	
	Officers' Compensation  Voting Policy Rationale: A vote which the company capped at the CEO are predominately paperformance targets. Some continuous the performance of the CEO's	PFOR this proposal is watarget when positive, on id in performance-condincerns are noted regard front-loaded equity awa	arranted. The ai ne-time adjustm itioned equity wi ded the size of to rd that vested ii Mgmt	nnual bonus nents were n hich includes he CEO's ba. n this fiscal )	was entirely by made that incre s clearly disclos se salary and to year, which sha One Year	ased on a fina ased payout. I ed forward-lou he poor disclos areholders sho One Year	LTI awards for oking sure regarding	One Year	One Yea	r ·	
3	Officers' Compensation  Voting Policy Rationale: A vote which the company capped at the CEO are predominately pa performance targets. Some co the performance of the CEO's monitor.  Advisory Vote on Say on Pay	e FOR this proposal is we target when positive, or id in performance-condii ncerns are noted regard front-loaded equity awa Frequency	arranted. The ai ne-time adjustm itioned equity wi ded the size of to rd that vested ii Mgmt	nnual bonus nents were n hich includes he CEO's ba. n this fiscal )	was entirely by made that incre s clearly disclos se salary and to year, which sha One Year	ased on a fina ased payout. I ed forward-lou he poor disclos areholders sho One Year	LTI awards for oking sure regarding	One Year	One Yea	ır	
3	Officers' Compensation  Voting Policy Rationale: A vote which the company capped at the CEO are predominately pa performance targets. Some co the performance of the CEO's monitor.  Advisory Vote on Say on Pay  Voting Policy Rationale: A vote Approve PricewaterhouseCoc Auditors and Authorize Board	e FOR this proposal is wa target when positive, or id in performance-condin ncerns are noted regard front-loaded equity awa Frequency e for the adoption of an a pers LLP as I to Fix Their	arranted. The ai ne-time adjustm itioned equity wi ded the size of ti ord that vested ii Mgmt ANNUAL say-on Mgmt	nnual bonus nents were n hich includes he CEO's ba. n this fiscal y Yes Yes	was entirely be nade that incre s clearly disclos se salary and to vear, which sha One Year One Year For	ased on a final ased payout. I led forward-loc the poor disclos areholders sho One Year d.	LTI awards for oking sure regarding uuld continue to			r ·	
3	Officers' Compensation  Voting Policy Rationale: A vote which the company capped at the CEO are predominately pa performance targets. Some co the performance of the CEO's monitor.  Advisory Vote on Say on Pay  Voting Policy Rationale: A vote Approve PricewaterhouseCoc Auditors and Authorize Board Remuneration  Voting Policy Rationale: A vote non-audit purposes.	e FOR this proposal is wa target when positive, or id in performance-condin ncerns are noted regard front-loaded equity awa Frequency e for the adoption of an a pers LLP as I to Fix Their	arranted. The ai ne-time adjustm itioned equity wi ded the size of ti ord that vested ii Mgmt ANNUAL say-on Mgmt	nnual bonus nents were n hich includes he CEO's ba. n this fiscal y Yes Yes	was entirely be nade that incre s clearly disclos se salary and to vear, which sha One Year One Year For	ased on a final ased payout. I led forward-loc the poor disclos areholders sho One Year d.	LTI awards for oking sure regarding uuld continue to			ır	
3 4 Ballot D Institutio	Officers' Compensation  Voting Policy Rationale: A vote which the company capped at the CEO are predominately pa performance targets. Some co the performance of the CEO's monitor.  Advisory Vote on Say on Pay  Voting Policy Rationale: A vote Approve PricewaterhouseCoc Auditors and Authorize Board Remuneration  Voting Policy Rationale: A vote non-audit purposes.	e FOR this proposal is wa target when positive, or id in performance-condin ncerns are noted regard front-loaded equity awa Frequency e for the adoption of an a pers LLP as I to Fix Their	arranted. The ai ne-time adjustm itioned equity wi ded the size of ti ord that vested ii Mgmt ANNUAL say-on Mgmt	nnual bonus nents were n hich includes he CEO's bas n this fiscal Yes -pay frequen Yes	was entirely be nade that incre s clearly disclos se salary and to vear, which sha One Year One Year For	ased on a final ased payout. I led forward-loc the poor disclos areholders sho One Year d.	LTI awards for oking sure regarding uuld continue to			r Votable Shares	Shares Vote
3 4 Ballot D Institutio (IA Name	Officers' Compensation  Voting Policy Rationale: A vote which the company capped at the CEO are predominately paperformance targets. Some conthe performance of the CEO's monitor.  Advisory Vote on Say on Pay Voting Policy Rationale: A vote Approve PricewaterhouseCoo Auditors and Authorize Board Remuneration  Voting Policy Rationale: A vote non-audit purposes.  etails	e FOR this proposal is we target when positive, or id in performance-condition in the proposal is we target when positive, or id in performance and it is seen to fix the adoption of an appears LLP as it to Fix Their  Custodian	arranted. The ai ne-time adjustm tioned equity wi ded the size of to rd that vested in Mgmt ANNUAL say-on Mgmt	nnual bonus nents were n hich includes he CEO's bas n this fiscal Yes -pay frequen Yes	was entirely be made that incre so clearly discloses se salary and to evear, which shall one Year  One Year  For  For  The ent of the fees	ased on a final ased payout. It ed forward-lob he poor disclos reholders sho  One Year  d.  For  paid to the au	LTI awards for oking sure regarding uld continue to uditor are for	For			Shares Vote

#### **PVH Corp.**

Meeting Date: 06/18/2020 Record Date: 04/22/2020	Country: USA Meeting Type: Annual	Primary Security ID: 693656100 Ticker: PVH	Meeting ID: 1435831
Primary CUSIP: 693656100	<b>Primary ISIN:</b> US6936561009	Primary SEDOL: B3V9F12	Proxy Level: 3



#### **PVH Corp.**

Shares Voted: 3 Votable Shares: 3 Shares Instructed: 3 \*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 1a Elect Director Mary Baglivo Mgmt Yes For For Against Against Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director Brent Callinicos Mgmt For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1c Elect Director Emanuel Chirico 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 Joseph B. Fuller Mgmt Yes For For For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1e Elect Director V. James Marino 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 G. Penny McIntyre Mgmt For For Yes For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Elect Director Amy McPherson Yes For For For 1q Mgmt For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 1h Elect Director Henry Nasella Mgmt For 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 Edward R. Rosenfeld Mgmt Yes 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 Craig Rydin Mgmt 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 Judith Amanda Sourry Knox 1k Mgmt For For Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. 2 Advisory Vote to Ratify Named Executive Mgmt Yes For For For For Officers' Compensation Voting Policy Rationale: A vote FOR the proposal is warranted. An increase in CEO pay is largely driven by the increase in his pension value. The CEO's annual bonus is entirely based on a rigorous financial metric, and the below-target payout aligns with company performance. Half of the CEO's equity grant was in PSUs, which utilize multi-year performance periods and disclose rigorous, forward-looking goals. A concern is noted regarding the equity grant value, though a lack of payouts from a prior grant due to underperformance mitigates this concern. 3 Amend Omnibus Stock Plan For Mamt Yes For For For Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.



# **PVH Corp.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
4	Ratify Ernst & Young LLP as Aud	itor	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FC non-audit purposes.	OR this item is warrante	d because on	ly 22.98 per	cent of the fees	s paid to the a	uditor are for				
Ballot D	etails										
	nal Account Detail e, IA Number)	Custodian Account Number	Ballot Statu	ıs	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	06/05/2020	Auto-Approved	06/05/2020		3	3
								Total Shares:		3	3

# Avangrid, Inc.

Meeting Date: 06/22/2020 Record Date: 04/24/2020	Country: USA Meeting Type: Annual		Primary Security ID: 05351W103 Ficker: AGR	<b>Meeting ID:</b> 1431909
Primary CUSIP: 05351W103	Primary ISIN: US05351W1036	F	rimary SEDOL: BYPOCD9	Proxy Level: 3
	Shares Voted: 361 Votable		*Shares on Loan: 0	Shares Instructed: 361
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 Ignacio S. Galan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent of the policy companies.	endent.The no	ominee is em	pployed full-tim	e and sits on boards at more		
1.2	Elect Director John Baldacci	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent	endent.					
1.3	Elect Director Daniel Alcain Lopez	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent	endent.					
1.4	Elect Director Pedro Azagra Blazquez	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent	endent.					
1.5	Elect Director Robert Duffy	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent	endent.					
1.6	Elect Director Teresa Herbert	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent	endent.					
1.7	Elect Director Patricia Jacobs	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board is not majority independent	endent.					



### Avangrid, Inc.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction	on		
1.8	Elect Director John Lahey		Mgmt	Yes	For	For		Withhold	Withhold			
	Voting Policy Rationale: The board	d is not majority indep	endent.									
1.9	Elect Director Jose Angel Marra F	Rodriguez	Mgmt	Yes	For	Withhold		Withhold	Withhold			
	Voting Policy Rationale: The board	d is not majority indep	endent.									
1.10	Elect Director Santiago Martinez	Garrido	Mgmt	Yes	For	Withhold		Withhold	Withhold			
	Voting Policy Rationale: The board	d is not majority indep	endent.									
1.11	Elect Director Jose Sainz Armada	ı	Mgmt	Yes	For	Withhold		Withhold	Withhold			
	Voting Policy Rationale: The board	d is not majority indep	endent.The no	ominee is no	n-independent	and sits on a	key committee.					
1.12	Elect Director Alan Solomont		Mgmt	Yes	For	For		Withhold	Withhold			
	Voting Policy Rationale: The board	d is not majority indep	endent.									
1.13	Elect Director Elizabeth Timm		Mgmt	Yes	For	For		Withhold	Withhold			
	Voting Policy Rationale: The board	d is not majority indep	endent.									
2	Ratify KPMG LLP as Auditors		Mgmt	Yes	For	For		For	For			
	Voting Policy Rationale: A vote FC purposes.	PR this item is warrante	ed because no	one of the fe	es paid to the a	auditor are for	non-audit					
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		ranted as pay	and perforn	nance are reasc	onably aligned	and no					
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	Sh	ares Voted
Rhumbline	e Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	06/01/2020	Auto-Approved	06/01/2020		361		361
								Total Shares:		361		361

# **Merit Medical Systems, Inc.**

Meeting Date: 06/22/2020	Country: USA	Primary Security ID: 589889104	Meeting ID: 1442103
Record Date: 04/30/2020	Meeting Type: Annual	Ticker: MMSI	
Primary CUSIP: 589889104	<b>Primary ISIN:</b> US5898891040	Primary SEDOL: 2580555	Proxy Level: 3



### **Merit Medical Systems, Inc.**

otal Ballo	ots: 1	Shares Voted: 4,183 Voting Policy: UUA		Votable Si	hares: 4,183		*Shares on Lo	oan: 0	Share	s Instructed: 4,	183
roposal lumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruction		
1.1	Elect Director Lonny J. Carper	iter	Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The bo	ard does not include at	least one mino	rity director							
1.2	Elect Director David K. Floyd		Mgmt	Yes	For	For		Withhold	Withhold		
	Voting Policy Rationale: The bo	ard does not include at	least one mino	rity director							
1.3	Elect Director James T. Hogar	l	Mgmt	Yes	For	For		Withhold	Withhold		
	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.	gh some concerns are i	noted, a vote FC	OR this prop	osal is warrante	ed as pay and	performance ai	re			
3	Ratify Deloitte & Touche LLP	as Auditors	Mgmt	Yes	For	For		Against	Against		
	Voting Policy Rationale: A vote represent 29.70 percent of the independence of the auditor.			•	_						
Ballot D	etails										
	onal Account Detail e, IA Number)	Custodian Account Number	Ballot Stat	us	Instructor Name	Date Instructed	Approver Name	Date Approved	Votab	ole Shares	Shares Voted
WCM Inve	stment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	06/04/2020	Auto-Approved	06/04/2020		4,183	4,183
								Total Shares:		4,183	4,183

#### **ACADIA Pharmaceuticals Inc.**

Meeting Date: 06/23/2020 Record Date: 04/24/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: ACAD	004225108	<b>Meeting ID:</b> 1433158
Primary CUSIP: 004225108	<b>Primary ISIN:</b> US0042251084		Primary SEDOL: 2713317	,	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,201 Votable Shares Voting Policy: UUA		2,201	*Shares on Loan: 0	Shares Instructed: 2,201

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
1.1	Elect Director James M. Daly	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.		
1.2	Elect Director Edmund P. Harrigan	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le	east one minoi	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.



#### **ACADIA Pharmaceuticals Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
2	Amend Qualified Employee Sto Plan	ock Purchase	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote shares reserved is reasonable; a Code.	, ,		,	,	,					
3	Approve Non-Employee Direct Compensation Policy	or	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted. Pay for non-employee directors is set at a reasonable magnitude when compared to peers and no problematic features have been identified.										
4	Advisory Vote to Ratify Named Officers' Compensation	1 Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted given that the company demonstrated adequate responsiveness to last year's low say-on-pay vote, and pay and performance are reasonably aligned at this time.										
5	Ratify Ernst & Young LLP as A	uditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote purposes.	FOR this item is warra	nted because no	one of the fe	ees paid to the	auditor are for	non-audit				
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	06/05/2020	Auto-Approved	06/05/2020		2,201	2,201
								Total Shares		2,201	2,201

### Kura Oncology, Inc.

Meeting Date: 06/24/2020 Record Date: 04/27/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: KURA	50127T109	<b>Meeting ID:</b> 1431935
Primary CUSIP: 50127T109	Primary ISIN: US50127T1097		Primary SEDOL: BYZD46	5	Proxy Level: 3
Total Ballots: 1	Shares Voted: 5,299 Voting Policy: UUA	Votable Shares	: 5,299	*Shares on Loan: 0	Shares Instructed: 5,299

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 Steven H. Stein		Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHO board's failure to remove, or subject the governing documents which a is at least 30 percent diversity.	iect to a sunset require	ement, the sup	permajority v	ote requireme	nt to enact certain cha	anges to	
1.2	Elect Director Mary T. Szela		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.



### **Kura Oncology, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructio	n	
1.3	Elect Director Diane Parks		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.					
2	Ratify Ernst & Young LLP as A	uditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	nted because le	ss than one	percent of the	fees paid to the	auditor are fo	r				
3	Advisory Vote to Ratify Named Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.										
4	Advisory Vote on Say on Pay F	requency	Mgmt	Yes	One Year	One Year		One Year	One Year		
	Voting Policy Rationale: A vote	for the adoption of an i	ANNUAL say-on	-pay freque	ncy is warrante	ed.					
Ballot D	etails										
	nal Account Detail , 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	05/27/2020	Auto-Approved	05/27/2020		5,299	5,299
								Total Shares:		5,299	5,299

#### **Shockwave Medical, Inc.**

Meeting Date: 06/24/2020 Record Date: 04/27/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: SWA	<b>urity ID:</b> 82489T104 /	<b>Meeting ID:</b> 1431947
Primary CUSIP: 82489T104	Primary ISIN: US82489T1043	Primary SEDO	L: BHLNZ89	Proxy Level: 1
Total Ballots: 1	Shares Voted: 3,235 Voting Policy: UUA	Votable Shares: 3,235	*Shares on Loan: 0	Shares Instructed: 3,235

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director C. Raymond Larkin, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at	t least one mino	rity director.	Less than 30%	6 of the board is		

diverse. WITHHOLD votes are warranted for Charles (Ray) Larkin Jr. and Laura Francis given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.

1b Elect Director Laura Francis Mgmt Yes For Withhold Withhold Withhold

Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for Charles (Ray) Larkin Jr. and Laura Francis 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.



# **Shockwave Medical, Inc.**

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
2	Ratify Ernst & Young LLP as Au	ıditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F non-audit purposes.	FOR this item is warrante	ed because les	ss than one ,	percent of the	fees paid to th	ne auditor are fo	r			
Ballot D	Petails onal Account Detail	Custodian			Instructor	Date	Approver	Date			
	e, IA Number)	Account Number	Ballot Stat	us	Name	Instructed	Name	Approved		Votable Shares	Shares Voted
WCM Inve	estment Management, 6728029085	6728029085	Confirmed		Auto-Instructed	06/08/2020	Auto-Approved	06/08/2020		3,235	3,235
								Total Shares	-	3,235	3,235

# IAC/InterActiveCorp

Meeting Date: 06/25/2020 Record Date: 05/04/2020	Country: USA Meeting Type: Annual		Primary Security ID: Ticker: IAC	44919P508	<b>Meeting ID:</b> 1433947
<b>Primary CUSIP:</b> 44919P508	Primary ISIN: US44919P5089		Primary SEDOL: B0F0F09	)	Proxy Level: 5
	Shares Voted: 51	Votable Shares	: 51	*Shares on Loan: 0	Shares Instructed: 51
Total Ballots: 1	Voting Policy: UUA				
Proposal Number Proposal Text	Proponent	Votable Proposal Mg	ımt Rec ISS Rec	Voting Policy Rec	Vote Instruction

	Proposal Text	Proponent	Proposal	Mgmt Rec	ISS Rec	Policy Rec	Instruct
1	Approve Reclassification of Shares of Common Stock	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this agenda item	is warranted as	the underlyi	ing transaction	warrants support.		
2	Amend Certificate of Incorporation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposa						
	shareholders' ability to evaluate a director's performan management and effectively precludes most takeover base.		,				
3	management and effectively precludes most takeover		•			Against	Against
3	management and effectively precludes most takeover base.	bids and proxy  Mgmt	contests, ev	ren if they are i	beneficial to the shareholder  Against	Against	Against
3	management and effectively precludes most takeover base.  Restrict Right to Act by Written Consent  Voting Policy Rationale: A vote AGAINST this proposa	bids and proxy  Mgmt	contests, ev	ren if they are i	beneficial to the shareholder  Against	Against	Against

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



# IAC/InterActiveCorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
5	Issue Shares in Connection with the Transaction Agreement	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: The proposed transaction will pr as of Dec. 17, 2019 and subject to adjustment when fina shareholders to potentially realize the value of IAC's inve- Further, IAC will realize approximately \$1.4 billion in the received by the broader market, providing a downside ris	alized before t estment in MT sale of its sha	he AGM, foll CH or partic ares in MTCH	lowing the septipate in the po H. Lastly, the ti	aration with MTCH, allowing tential upside of New Match. ransaction has been positively		
6	Approve Stock Option Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warn into new Match options in connection with the Separation		tate the con	version of curr	rently outstanding IAC options		
7	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this agenda item is v	warranted as	the underlyir	ng transaction	warrants support.		
8.1	Elect Director Chelsea Clinton	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.		
8.2	Elect Director Barry Diller	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le nominee is employed full-time and sits on boards at mor		,		of the board is diverse. The		
8.3	Elect Director Michael D. Eisner	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.		
8.4	Elect Director Bonnie S. Hammer	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.		
8.5	Elect Director Victor A. Kaufman	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.		
8.6	Elect Director Joseph Levin	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le nominee is employed full-time and sits on boards at mor		•		of the board is diverse. The		
8.7	Elect Director Bryan Lourd	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.		
8.8	Elect Director David Rosenblatt	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.		
8.9	Elect Director Alan G. Spoon	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.		
8.10	Elect Director Alexander von Furstenberg	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.		
8.11	Elect Director Richard F. Zannino	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.		



### IAC/InterActiveCorp

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instructi	on	
9	Ratify Ernst & Young LLP as Au	ditors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote F non-audit purposes.	FOR this item is warrante	ed because les	ss than one	percent of the	fees paid to th	e auditor are fo	r			
10	Advisory Vote to Ratify Named Officers' Compensation	Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although reasonably aligned at this time.	h some concerns are no	ted, a vote FC	OR this propo	osal is warrante	ed as pay and	performance 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
Rhumbline	Custom S&P Index, 6728029082	6728029082	Confirmed		Auto-Instructed	06/15/2020	Auto-Approved	06/15/2020		51	51

**Total Shares:** 

For

For

51

**Meeting ID:** 1433946

51

### **Match Group, Inc.**

Adjourn Meeting

Country: USA

Meeting Type: Special

Meeting Date: 06/25/2020

**Record Date:** 05/04/2020

i iii ai y C	USIP: 57665R106	Primary ISIN: US576	65R1068		Primary	SEDOL: BYT5JW8		Proxy Level: 5
otal Ballo	ots: 1	Shares Voted: 11,359 Voting Policy: UUA	5	Votable Si	<b>hares:</b> 11,355	*Share:	on Loan: 0	Shares Instructed: 11,355
oposal umber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Approve Merger Agreement		Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote Although shareholders will be so	ubject to a classified bo	pard, not have t	the right to a	act by written o	onsent, and be subject	to	
	Voting Policy Rationale: A vote	ubject to a classified buvel anti-takeover provisith a single class of shatestock and the potential been positively receive	pard, not have to sions, the propo tres, will remove for inclusion on	the right to a osed transac e IAC as a n n major indic	act by written o tion will remov najority shareh ces, provides sl	onsent, and be subject e the dual-class share s older of MTCH, is expec areholders with addition	to tructure ted to nal cash	Against
2	Voting Policy Rationale: A vote Although shareholders will be si slightly more restrictive state-le of MTCH, leaving New Match w. provide greater liquidity in the sor stock consideration, and has	ubject to a classified buyel anti-takeover provisith a single class of shatock and the potential been positively received  AGAINST this non-bination evaluate a director's	pard, not have to sions, the propo tres, will remove for inclusion on and by the broad Mgmt ling proposal is performance o	the right to a psed transac e IAC as a n n major indic er market, p Yes warranted b n an annual	act by written of tion will remove najority shareh- tes, provides sla providing a down For pecause:- A cla- l basis; and- A	consent, and be subject the dual-class share s older of MTCH, is expect to areholders with addition anside risk of non-appro Against sified board structure classified board structure	to tructure ted to nal cash val.  Against	Against

Primary Security ID: 57665R106

Ticker: MTCH

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

Mgmt

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

Yes

For

For



# Match 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
Sands Capital Mgnt, 6728029078	6728029078	Confirmed	Auto-Instructed	06/15/2020	Auto-Approved	06/15/2020	11,355	11,355
						Total Shares:	11,355	11,355

#### The Kroger Co.

Meeting Date: 06/25/2020 Primary Security ID: 501044101 Meeting ID: 1437122 Country: USA **Record Date:** 04/27/2020 Meeting Type: Annual Ticker: KR **Primary CUSIP:** 501044101 **Primary ISIN:** US5010441013 Primary SEDOL: 2497406 Proxy Level: 3 Shares Voted: 1,134 Votable Shares: 1,134 \*Shares on Loan: 0Shares Instructed: 1,134 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 Nora A. Aufreiter	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 Gates	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 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	s at least 30 pe	ercent diversity.		
1d	Elect Director Susan J. Kropf	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 W. Rodney McMullen	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 Clyde R. Moore	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 L. Sargent	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 Bobby S. Shackouls	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 Mark S. Sutton	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 Ashok Vemuri	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.		

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



### The Kroger Co.

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct
2	Advisory Vote to Ratify Noticers' Compensation	amed Executive	Mgmt	Yes	For	For		For	For
	Voting Policy Rationale: A review.	vote FOR this proposal is w	arranted as pay	and perform	nance are reas	onably aligned	d for the year in		
3	Ratify PricewaterhouseCo	opers LLC as Auditor	Mgmt	Yes	For	For		For	For
	Voting Policy Rationale: A non-audit purposes.	vote FOR this item is warra	nted because le	ss than one	percent of the	fees paid to t	the auditor are for	r	
4	Assess Environmental Im Non-Recyclable Packaging	•	SH	Yes	Against	For		For	For
	- ,	vote FOR this proposal is w ecyclable packaging commi				m additional i	information		
5	Report on Human Rights Process in Operations and	•	SH	Yes	Against	For		For	For
	Voting Policy Rationale: A implemented to address hi well Kroger is managing hi	- ,			-			v	
Ballot D	etails								
Institutio	onal Account Detail	Custodian			Instructor	Date	Approver	Date	

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/04/2020	Auto-Approved	06/04/2020	1,134	1,134
						Total Shares:	1,134	1,134

# **Ultragenyx Pharmaceutical, Inc.**

Meeting Date: 06/26/2020 Record Date: 04/27/2020	Country: USA Meeting Type: Annual	•		: 90400D108	Meeting ID: 1433085
Primary CUSIP: 90400D108	Primary ISIN: US90400D1081		Primary SEDOL: BJ62Z1	8	Proxy Level: 3
	Shares Voted: 1,387	Votable Shares	: 1,387	*Shares on Loan: 0	Shares Instructed: 1,387
Total Ballots: 1	Voting Policy: UUA				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructio
1a	Elect Director Emil D. Kakkis	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is o	liverse.					
1b	Elect Director Shehnaaz Suliman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is of	liverse.					
1c	Elect Director Daniel G. Welch	Mgmt	Yes	For	For	Withhold	Withhold

Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.

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



#### **Ultragenyx Pharmaceutical, Inc.**

6728029085

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	tion	
2	Ratify Ernst & Young LLP as Aud	itors	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FO non-audit purposes.	R this item is warrante	od because on	ly 7.45 perc	ent of the fees	paid to the au	ditor are for			-	
3	Advisory Vote to Ratify Named E. Officers' Compensation	xecutive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A cautional only mixed responsiveness to share					tion committee	e demonstrated			-	
Ballot D	etails										
	nal Account Detail , IA Number)	Custodian Account Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Auto-Instructed

06/04/2020

Auto-Approved

06/04/2020

**Total Shares:** 

1.387

1,387

1.387

1,387

#### **Dell Technologies Inc.**

WCM Investment Management, 6728029085

Meeting Date: 06/29/2020 Record Date: 05/04/2020	Country: USA Meeting Type: Annual	Primary Secu Ticker: DELL	rity ID: 24703L202	<b>Meeting ID:</b> 1439431
Primary CUSIP: 24703L202	Primary ISIN: US24703L2025	Primary SEDOI	.: BHKD3S6	Proxy Level: 3
Total Ballots: 1	Shares Voted: 106 Voting Policy: UUA	Votable Shares: 106	*Shares on Loan: 0	Shares Instructed: 106

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael S. Dell	Mgmt	Yes	For	Withhold	Withhold	Withhold

Voting Policy Rationale: The 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. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for Michael Dell and Egon Durban for serving as non-independent members of certain key board committees. WITHHOLD votes are also warranted for Michael Dell, David Dorman, Egon Durban, William Green, Ellen Kullman, Simon Patterson and Lynn Vojvodich given the board's failure to remove, or subject to a sunset requirement, its multi-class capital structure.

Confirmed

1.2 Elect Director David W. Dorman Mgmt Yes For Withhold Withhold Withhold Withhold

Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for Michael Dell and Egon Durban for serving as non-independent members of certain key board committees. WITHHOLD votes are also warranted for Michael Dell, David Dorman, Egon Durban, William Green, Ellen Kullman, Simon Patterson and Lynn Vojvodich given the board's failure to remove, or subject to a sunset requirement, its multi-class capital structure.



### **Dell Technologies Inc.**

Institutional Account Detail (IA Name, IA Number)

Socially Responsible Investing, 6728029075

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Egon Durban	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le nominee is non-independent and sits on a key committee public companies.WITHHOLD votes are warranted for M. of certain key board committees. WITHHOLD votes are Green, Ellen Kullman, Simon Patterson and Lynn Vojvod requirement, its multi-class capital structure.	e.The nomine iichael Dell and also warrante	e is employe d Egon Durb ed for Michae	ed full-time and Dan for serving el Dell, David L	d sits on boards at more than . as non-independent members Porman, Egon Durban, William		
1.4	Elect Director William D. Green	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le diverse.WITHHOLD votes are warranted for Michael Dell key board committees. WITHHOLD votes are also warra Ellen Kullman, Simon Patterson and Lynn Vojvodich give multi-class capital structure.	and Egon Du Inted for Mich	rban for ser nael Dell, Da	ving as non-ind vid Dorman, Eg	dependent members of certain gon Durban, William Green,		
1.5	Elect Director Simon Patterson	Mgmt	Yes	For	Withhold	Withhold	Withhold
1.6	Voting Policy Rationale: The board does not include at led diverse. WITHHOLD votes are warranted for Michael Delikey board committees. WITHHOLD votes are also warratellen Kullman, Simon Patterson and Lynn Vojvodich give multi-class capital structure.	and Egon Du anted for Mich on the board's	rban for ser nael Dell, Da failure to re	ving as non-in vid Dorman, Eg move, or subje	dependent members of certain gon Durban, William Green, ect to a sunset requirement, its	;	Wells
1.6	Elect Director Lynn M. Vojvodich	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le nominee is employed full-time and sits on boards at mor Dell and Egon Durban for serving as non-independent m warranted for Michael Dell, David Dorman, Egon Durban given the board's failure to remove, or subject to a suns	re than 2 publ nembers of cel n, William Gree	lic companie rtain key bod en, Ellen Kul	s.WITHHOLD   ard committee. Ilman, Simon P	votes are warranted for Michae s. WITHHOLD votes are also latterson and Lynn Vojvodich	el	
1.7	Elect Director Ellen J. Kullman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: The board does not include at le nominee is employed full-time and sits on boards at mor Dell and Egon Durban for serving as non-independent m warranted for Michael Dell, David Dorman, Egon Durban given the board's failure to remove, or subject to a suns	re than 2 publ nembers of cel n, William Gree	ic companie rtain key bod en, Ellen Kul	s.WITHHOLD   ard committee. Ilman, Simon P	votes are warranted for Michae s. WITHHOLD votes are also latterson and Lynn Vojvodich	el	
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrante non-audit purposes.	ed because on	nly 3.64 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 D	Voting Policy Rationale: Although some concerns are not reasonably aligned at this time.	ted, a vote FC	OR this propo	osal is warranti	ed as pay and performance are	2	

**Ballot Status** 

Confirmed

Custodian

6728029075

**Account Number** 

Instructor

Auto-Instructed

Name

Date

Instructed

06/10/2020

Approver Name

Auto-Approved

Date

Approved

06/10/2020

Total Shares:

**Votable Shares** 

106

106

**Shares Voted** 

106

106



Shares Instructed: 130

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **Dell Technologies Inc.**

### eBay Inc.

 Meeting Date: 06/29/2020
 Country: USA
 Primary Security ID: 278642103
 Meeting ID: 1439645

 Record Date: 05/11/2020
 Meeting Type: Annual
 Ticker: EBAY

 Primary CUSIP: 278642103
 Primary ISIN: US2786421030
 Primary SEDOL: 2293819
 Proxy Level: 3

\*Shares on Loan: 0

Filling y COSIP. 2700-72105 Filling y SSEN. 032700-721050 Filling y SEOUL 2235019 FIOXY LEVEL. 5

Votable Shares: 130

Total Ballots: 1 Voting Policy: UUA

Shares Voted: 130

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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.		
1b	Elect Director Adriane M. Brown	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.		
1c	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	at least 30 pe	ercent diversity.		
1d	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	at least 30 pe	ercent diversity.		
1e	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.		
1f	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	at least 30 pe	ercent diversity.		
1g	Elect Director Jamie Iannone	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	at least 30 pe	ercent diversity.		
1j	Elect Director Pierre M. Omidyar	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 Paul S. Pressler	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 Robert H. Swan	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.		



Voting

Vote

Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### eBay Inc.

Proposal

Number	Proposal Text		Proponent	Proposal	Mgmt Rec	ISS Rec		Policy Rec	Instruct	ion	
1m	Elect Director Perry M. Traqui	na	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: There	is gender and racial dive	ersity on the bo	pard. There	is at least 30 pe	ercent diversity	/.				
2	Ratify PricewaterhouseCooper Auditors	s LLP as	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote non-audit purposes.	FOR this item is warran	nted because or	nly 17.14 pe	rcent of the fee	es paid to the a	auditor are for				
3	Advisory Vote to Ratify Name Officers' Compensation	d Executive	Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: Although long-term incentive programs, performance for the year under	a vote FOR this proposa	_	-							
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	arranted given i	that the abil	ity to act by wr	itten consent ı	vould enhance				
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
Socially R	esponsible Investing, 6728029075	6728029075	Confirmed		Auto-Instructed	06/11/2020	Auto-Approved	06/11/2020		130	130
								Total Shares	====== s:	130	130

Votable

### **Eldorado Resorts, Inc.**

Meeting Date: 06/29/2020 Record Date: 05/13/2020	•		Primary Security ID: Ticker: ERI	28470R102	Meeting ID: 1439272	
Primary CUSIP: 28470R102	Primary ISIN: US28470R1023		Primary SEDOL: BQXTNV	V8	Proxy Level: 3	
Total Ballots: 1	Shares Voted: 5,222 Voting Policy: UUA	Votable Shares	: 5,222	*Shares on Loan: 0	Shares Instructed: 5,222	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instructi
1.1	Elect Director Gary L. Carano	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.2	Elect Director Bonnie Biumi	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is a	liverse.					
1.3	Elect Director Frank J. Fahrenkopf	Mgmt	Yes	For	For	Withhold	Withhold

Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.



### **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	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1.5	Elect Director Gregory J. Kozicz	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1.6	Elect Director Michael E. Pegram	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1.7	Elect Director Thomas R. Reeg	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1.8	Elect Director David P. Tomick	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
1.9	Elect Director Roger P. Wagner	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is	diverse.					
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warrant non-audit purposes.	ed because on	ly 4.55 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 war	ranted as pay	and perforn	nance are reaso	onably aligned at this time.		
Ballot D	petails						
Institutio	onal Account Detail Custodian			Instructor	Date Approver	Date	

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	06/05/2020	Auto-Approved	06/05/2020	5,222	5,222
						Total Shares:	5,222	5,222

# **TransDigm Group Incorporated**

Meeting Date: 06/29/2020 Record Date: 05/04/2020	Country: USA Meeting Type: Annual	Primary Sec Ticker: TDG	urity ID: 893641100	<b>Meeting ID:</b> 1394308
Primary CUSIP: 893641100	<b>Primary ISIN:</b> US8936411003	Primary SEDO	<b>L:</b> B11FJK3	Proxy Level: 3
	Shares Voted: 135	Votable Shares: 135	*Shares on Loan: 0	Shares Instructed: 135
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	-		Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Barr	Mamt	Yes	For	For	Withhold	Withhold



# **TransDigm Group Incorporated**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction			
	Voting Policy Rationale: Less than 30% of the board is d	iverse.								
1.2	Elect Director William Dries *Withdrawn Resolution*	Mgmt	No							
	Voting Policy Rationale: Less than 30% of the board is di	iverse.								
1.3	Elect Director Mervin Dunn	Mgmt	Yes	For	Withhold	Withhold	Withhold			
	Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy and Robert Small due to insufficient responsiveness to last year's low say-on-pay vote.Less than 30% of the board is diverse.									
1.4	Elect Director Michael S. Graff	Mgmt	Yes	For	Withhold	Withhold	Withhold			
	Voting Policy Rationale: WITHHOLD votes are warranted Sean Hennessy and Robert Small due to insufficient resp board is diverse.	•			·					
1.5	Elect Director Sean P. Hennessy	Mgmt	Yes	For	Withhold	Withhold	Withhold			
	Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy and Robert Small due to insufficient responsiveness to last year's low say-on-pay vote.Less than 30% of the board is diverse.									
1.6	Elect Director W. Nicholas Howley	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: Less than 30% of the board is di									
1.7	Elect Director Raymond F. Laubenthal	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: Less than 30% of the board is diverse.									
1.8	Elect Director Gary E. McCullough	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: Less than 30% of the board is di	iverse.								
1.9	Elect Director Michele Santana	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: Less than 30% of the board is di	iverse.								
1.10	Elect Director Robert J. Small	Mgmt	Yes	For	Withhold	Withhold	Withhold			
	Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy and Robert Small due to insufficient responsiveness to last year's low say-on-pay vote.Less than 30% of the board is diverse.									
1.11	Elect Director John Staer	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: Less than 30% of the board is di	iverse.								
1.12	Elect Director Kevin Stein	Mgmt	Yes	For	For	Withhold	Withhold			
	Voting Policy Rationale: Less than 30% of the board is di	iverse.								

Rhumbline Custom S&P Index, 6728029082



Reporting Period: 07/01/2019 to 06/30/2020 Location(s): Unitarian Universalist Association Institution Account(s): All Institution Accounts

### **TransDigm Group Incorporated**

6728029082

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec		Voting Policy Rec	Vote Instruct	ion	
2	Advisory Vote to Ratify Named Execut Officers' Compensation	ive	Mgmt	Yes	For	Against		Against	Against		
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following relatively low support for the 2019 say-on-pay vote, the compensation committee did not adequately respond to shareholder concerns. While the committee disclosed certain engagement efforts, the proxy does not detail shareholder feedback nor specific actions taken to address their concerns, as evidenced by last year's say-on-pay result. This marks the second consecutive year in which the company received relatively low support for the advisory compensation proposal and failed to adequately respond. Further, ongoing design concerns persist in both the annual and long-term incentive programs. First, both programs use a duplicative financial metric and the same performance period. Second, the long-term incentive program continues to provide multiple vesting opportunities and include a problematic retesting feature. Finally, while CEO pay declined year-over-year, concerns are noted with respect to the magnitude of pay for other NEOs, even after excluding sizable dividend equivalent payments.										
3	Ratify Ernst & Young LLP as Auditors		Mgmt	Yes	For	For		For	For		
	Voting Policy Rationale: A vote FOR this item is warranted because only 9.12 percent of the fees paid to the auditor are for non-audit purposes.										
4	Adopt Quantitative Company-wide GH	G Goals	SH	Yes	Against	For		For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions, GHG reduction goals, and oversight mechanisms for reduction activities would allow shareholders to better assess the company's management of these emissions and related risks.										
Ballot [	Details										
		odian ount Number	Ballot State	us	Instructor Name	Date Instructed	Approver Name	Date Approved		Votable Shares	Shares Voted

Auto-Instructed

06/16/2020

Auto-Approved

06/16/2020

Total Shares:

135

135

135

135

Confirmed

#### **Vote Summary Report**



Reporting Period: 07/01/2019 to 06/30/2020 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