

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

Caesars Entertainment Corporation

Meeting Date: 07/02/2019	Country: USA	Primary Security ID: 127686103	Meeting ID: 1338074
Record Date: 05/06/2019	Meeting Type: Annual	Ticker: CZR	
Primary CUSIP: 127686103	Primary ISIN: US1276861036	Primary SEDOL: B3TDL41	Proxy Level: 2
	Shares Voted: 262	Votable Shares: 262	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 262

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas Benninger	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1b	Elect Director Juliana Chugg	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1c	Elect Director Keith Cozza	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1d	Elect Director John Dionne	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1e	Elect Director James Hunt	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1f	Elect Director Courtney R. Mather	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director Anthony Rodio	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1h	Elect Director Richard Schifter	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. While certain concerns are raised, particularly regarding the equity program, the company has made a number of improvements to pay programs. The annual incentive program is based primarily on pre-set, objective performance metrics, with goals requiring improvement above the prior year's performance. The company also implemented performance equity in 2018 and, while performance targets were not disclosed and appear to overlap with the STI program, the company will introduce a multi-year performance period for 2019 awards. Lastly, CEO pay declined significantly year-over-year, in the absence of special awards, and the new CEO's pay appears to be lower than his predecessor. Nevertheless, investors should continue to monitor pay programs, particularly given the CEO transition in 2019.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						
4	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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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
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to call special meetings would enhance shareholder rights.</i>							
6	Amendment to the Company's Charter to Restrict the Company's Ability to Adopt Any "Rights Plan" or "Poison Pill"	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Country: USA	Primary Security ID: 24703L202	Meeting ID: 1342577
Record Date: 05/13/2019	Meeting Type: Annual	Ticker: DELL	
Primary CUSIP: 24703L202	Primary ISIN: US24703L2025	Primary SEDOL: BHKD3S6	Proxy Level: 3
Total Ballots: 1	Shares Voted: 106	Votable Shares: 106	*Shares on Loan: 0
	Voting Policy: UUA		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
<i>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.</i>							
1.2	Elect Director David W. Dorman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							

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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
<i>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.</i>							
1.4	Elect Director William D. Green	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							
1.5	Elect Director Ellen J. Kullman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							
1.6	Elect Director Simon Patterson	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							
1.7	Elect Director Lynn M. Vojvodich	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- Plan cost is excessive;- Estimated duration of available and proposed shares exceeds six years;- Disclosure of CIC vesting treatment is incomplete; and- The plan allows broad discretion to accelerate vesting.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	06/21/2019	Auto-Approved	06/21/2019	106	106
Total Shares:							106	106

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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	Meeting Type: Annual	Ticker: BABA	
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
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 9,004

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt	No				
	Approve Share Subdivision	Mgmt	Yes	For	For	For	For
	<i>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.</i>						
2.1	Elect Daniel Yong Zhang as Director	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is employed full-time and sits on boards at more than 2 public companies. There is at least 30 percent diversity.</i>						
2.2	Elect Chee Hwa Tung as Director	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. There is at least 30 percent diversity.</i>						
2.3	Elect Jerry Yang as Director	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. There is at least 30 percent diversity.</i>						
2.4	Elect Wan Ling Martello as Director	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. There is at least 30 percent diversity.</i>						
3	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	06/24/2019	Auto-Approved	06/24/2019	8,975	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

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VF Corporation

Meeting Date: 07/16/2019	Country: USA	Primary Security ID: 918204108	Meeting ID: 1345834
Record Date: 05/22/2019	Meeting Type: Annual	Ticker: VFC	
Primary CUSIP: 918204108	Primary ISIN: US9182041080	Primary SEDOL: 2928683	Proxy Level: 3
	Shares Voted: 608	Votable Shares: 608	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 608

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
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Juliana L. Chugg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Benno Dorer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Mark S. Hoplamazian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Laura W. Lang	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director W. Alan McCollough	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director W. Rodney McMullen	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.8	Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Steven E. Rendle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Carol L. Roberts	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Matthew J. Shattock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Veronica B. Wu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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VF Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	06/24/2019	Auto-Approved	06/24/2019	608	608
Total Shares:							608	608	

Linde plc

Meeting Date: 07/26/2019	Country: Ireland	Primary Security ID: G5494J103	Meeting ID: 1310953
Record Date: 07/24/2019	Meeting Type: Annual	Ticker: LIN	
Primary CUSIP: G5494J103	Primary ISIN: IE00BZ12WP82	Primary SEDOL: BZ12WP8	Proxy Level: N/A
	Shares Voted: 42	Votable Shares: 42	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 42

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wolfgang H. Reitzle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Stephen F. Angel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Ann-Kristin Achleitner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Clemens A. H. Borsig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Nance K. Dicciani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Thomas Enders	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Linde plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Franz Fehrenbach	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Edward G. Galante	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Larry D. McVay	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Victoria E. Ossadnik	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Martin H. Richenhagen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Robert L. Wood	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because this is a routine item and no significant concerns have been identified.</i>						
3	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item and no concerns have been identified.</i>						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. 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.</i>						
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	07/02/2019	Auto-Approved	07/02/2019	42	42

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Linde plc

Total Shares: 42 42

Legg Mason, Inc.

Meeting Date: 07/30/2019	Country: USA	Primary Security ID: 524901105	Meeting ID: 1348665
Record Date: 05/29/2019	Meeting Type: Annual	Ticker: LM	
Primary CUSIP: 524901105	Primary ISIN: US5249011058	Primary SEDOL: 2510615	Proxy Level: 3
Total Ballots: 1	Shares Voted: 488	Votable Shares: 488	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 488

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert E. Angelica	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Carol Anthony "John" Davidson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Edward P. Garden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Michelle J. Goldberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Stephen C. Hooley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director John V. Murphy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Nelson Peltz	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Alison A. Quirk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Joseph A. Sullivan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, 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.</i>						

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Legg Mason, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.								
4	Eliminate Supermajority Vote Requirement	SH	Yes	None	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	07/18/2019	Auto-Approved	07/18/2019	488	488
Total Shares:							488	488

STERIS plc

Meeting Date: 07/30/2019	Country: Ireland	Primary Security ID: G8473T100	Meeting ID: 1345511
Record Date: 05/30/2019	Meeting Type: Annual	Ticker: STE	
Primary CUSIP: G8473T100	Primary ISIN: IE00BFY8C754	Primary SEDOL: BFY8C75	Proxy Level: N/A
	Shares Voted: 136	Votable Shares: 136	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 136

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard C. Breeden	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Cynthia L. Feldmann	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Jacqueline B. Kosecoff	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director David B. Lewis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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STERIS plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Walter M. Rosebrough, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Nirav R. Shah	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Mohsen M. Sohi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Richard M. Steeves	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because this is a routine item and no corporate governance concerns have been identified.</i>							
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	07/12/2019	Auto-Approved	07/12/2019	136	136
Total Shares:							136	136

SunTrust Banks, Inc.

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

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

SunTrust Banks, Inc.

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The strategic rationale appears sound, the valuation is reasonable, and there should be substantial synergies which would result in the merger being solidly accretive to EPS. As such, support FOR this transaction is warranted.</i>						
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. NEOs' outstanding equity is subject to double-trigger vesting. In addition, cash severance is double trigger and reasonably based, and no excise tax gross-ups are payable.</i>						
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that support for the underlying transaction is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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
Record Date: 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
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 214	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dominic J. Caruso	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director N. Anthony Coles	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director M. Christine Jacobs	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Donald R. Knauss	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

McKesson Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Marie L. Knowles	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Bradley E. Lerman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Edward A. Mueller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Susan R. Salka	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Brian S. Tyler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Kenneth E. Washington	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as former CEO Hammergren received excessive lifetime benefits in connection with his retirement. In addition, Hammergren's annual incentive payout was increased by 33 percent based on a contractually obligated individual performance multiplier related to his retirement, resulting in a payout that was unchanged from the prior year when financial performance was lower. Further, for a second consecutive year, annual incentive payouts for other NEOs were earned above target when a performance goal was set below actual results of the prior year.</i>							
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, and board oversight mechanisms would benefit shareholders in assessing its management of related risks.</i>							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance the existing shareholder right to call special meetings.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	07/19/2019	Auto-Approved	07/19/2019	214	214
Total Shares:							214	214

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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
Record Date: 06/10/2019	Meeting Type: Annual	Ticker: ABMD	
Primary CUSIP: 003654100	Primary ISIN: US0036541003	Primary SEDOL: 2003698	Proxy Level: 3
	Shares Voted: 1,225	Votable Shares: 1,225	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,225

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael R. Minogue	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Martin P. Sutter	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although financial results continued to increase in FY2019, CEO pay increased considerably following a rise in equity grant values. Furthermore, the portion of equity that is performance-contingent relies on the same revenue metric utilized under the short-term program, measured over the same one-year period. The use of this goal under both programs has resulted in duplicative payouts for the year in review. Finally, the proxy does not disclose the pre-set revenue target, thereby reducing shareholder transparency.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

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

Meeting Date: 08/14/2019	Country: USA	Primary Security ID: 832696405	Meeting ID: 1350014
Record Date: 06/17/2019	Meeting Type: Annual	Ticker: SJM	
Primary CUSIP: 832696405	Primary ISIN: US8326964058	Primary SEDOL: 2951452	Proxy Level: 3
	Shares Voted: 291	Votable Shares: 291	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 291

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Kathryn W. Dindo	Mgmt	Yes	For	For	Against	Against

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

The J. M. Smucker Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Paul J. Dolan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Jay L. Henderson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Gary A. Oatey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Kirk L. Perry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Nancy Lopez Russell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Alex Shumate	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Mark T. Smucker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Richard K. Smucker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Timothy P. Smucker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Dawn C. Willoughby	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While there are concerns noted regarding the sizeable perquisites received in FY2019, the company has addressed the larger concerns related to its STI and LTI programs. Specifically, the STI and LTI programs now utilize different performance metrics to determine payouts and starting in FY2020, the performance-conditioned portion of the company's LTI awards will be measured over a three-year period.</i>							

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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 **Country:** USA **Primary Security ID:** 23355L106 **Meeting ID:** 1350187
Record Date: 06/18/2019 **Meeting Type:** Annual **Ticker:** DXC

Primary CUSIP: 23355L106 **Primary ISIN:** US23355L1061 **Primary SEDOL:** 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 Instruction
1	Elect Director Mukesh Aghi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Amy E. Alving	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director David L. Herzog	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Sachin Lawande	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director J. Michael Lawrie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Mary L. Krakauer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Julio A. Portalatin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Peter Rutland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Michael J. Salvino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Manoj P. Singh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

DXC Technology Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1k	Elect Director Robert F. Woods	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.								
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are aligned.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	07/24/2019	Auto-Approved	07/24/2019	400	400
Total Shares:							400	400

Cypress Semiconductor Corporation

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For		
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although NEOs' potential cash severance is double trigger and reasonably based, there are concerns regarding the expected equity treatment given that performance-based equity, while double trigger, would pay out at maximum or above actual performance without compelling rationale disclosed. Additionally, a portion of time-vested equity will auto-accelerate.									
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	08/08/2019	Auto-Approved	08/08/2019	2,377	2,377
Total Shares:								2,377	2,377

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

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
Total Ballots: 6	Voting Policy: UUA		Shares Instructed: 1,651,834

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
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.2	Elect Director Mark E. Gaumond	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.3	Elect Director Roger A. Gibson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.4	Elect Director Jennifer J. McPeck	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.5	Elect Director C. David Myers	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.6	Elect Director Richard K. Riederer	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.7	Elect Director P. Kelly Tompkins	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							

Ballot Details

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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	08/07/2019	Auto-Approved	08/07/2019	15,509	15,509
Sands Capital Mgmt, 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

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

LyondellBasell Industries N.V.

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	For		
2	Approve the Cancellation of Shares	Mgmt	Yes	For	For	For	For		
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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	Country: USA	Primary Security ID: 500754106	Meeting ID: 1355983
Record Date: 07/15/2019	Meeting Type: Annual	Ticker: KHC	
Primary CUSIP: 500754106	Primary ISIN: US5007541064	Primary SEDOL: BYRY499	Proxy Level: 3
	Shares Voted: 2,368	Votable Shares: 2,368	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,368

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory E. Abel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Alexandre Behring	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Joao M. Castro-Neves	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Tracy Britt Cool	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director John T. Cahill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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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 Instruction
1f	Elect Director Feroz Dewan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Jeanne P. Jackson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Jorge Paulo Lemann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director John C. Pope	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Alexandre Van Damme	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director George Zoghbi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. CEO and NEO pay increased significantly from the prior year, due to a significant increase in the value of equity awards, with the addition of performance shares. While the CEO's equity grants were forfeited upon his termination, other NEOs also received sizable grants which remain outstanding. The company did not disclose the rationale for the large pay increase and, while investors generally prefer for a majority of long-term incentives to be performance-conditioned, shareholders expect this portion to replace existing pay, not to be additive to overall compensation levels. Further, performance targets were not disclosed for the award, making it difficult for investors to assess the goal rigor of such sizable grants.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Report on Protein Diversification	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would:- Further align the company's position on this issue with evolving public interest in, and demand for, plant-based proteins; and- Allow shareholders to better evaluate the company's sustainability performance and its management of related risks and opportunities.</i>							
5	Report on Efforts to Reduce Pesticide Use in the Company's Supply Chain	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more information regarding pesticide use in the company's agricultural supply chain, given greater public scrutiny over pesticide use and its impacts on the environment.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	08/22/2019	Auto-Approved	08/22/2019	2,368	2,368
Total Shares:							2,368	2,368

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

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
	Shares Voted: 1,837	Votable Shares: 1,837	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,837

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
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Thomas "Tony" K. Brown	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Stephen G. Butler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Sean M. Connolly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Joie A. Gregor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Rajive Johri	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Richard H. Lenny	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Melissa Lora	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Ruth Ann Marshall	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Craig P. Omtvedt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Scott Ostfeld	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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

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		
<i>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.</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	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	Country: USA	Primary Security ID: 31428X106	Meeting ID: 1357552
Record Date: 07/29/2019	Meeting Type: Annual	Ticker: FDX	
Primary CUSIP: 31428X106	Primary ISIN: US31428X1063	Primary SEDOL: 2142784	Proxy Level: 4
Total Ballots: 1	Shares Voted: 103	Votable Shares: 103	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 103

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John A. Edwardson	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.2	Elect Director Marvin R. Ellison	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.3	Elect Director Susan Patricia Griffith	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.4	Elect Director John C. (Chris) Inglis	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.5	Elect Director Kimberly A. Jabal	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.6	Elect Director Shirley Ann Jackson	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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

FedEx Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director R. Brad Martin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Joshua Cooper Ramo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Susan C. Schwab	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Frederick W. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director David P. Steiner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Paul S. Walsh	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While it is positive that the board determined to not pay annual bonuses to NEOs in recognition of poor performance, the increase in the CEO's target STI opportunity is not sufficiently explained, and his sizable long-term awards position his total pay near the median despite long-term TSR underperformance. Further, the annual incentive program allows for significant committee discretion and the majority of long-term incentives are time-vesting, resulting in an overall pay structure that is not rigorously performance-based. Investors may object to the company's payment to NEOs of tax reimbursements for restricted stock - such a practice is not the market norm and it represents a non-performance-based benefit.</i>						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's lobbying expenses and trade association memberships, payments, and oversight mechanisms would give shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.</i>						
6	Report on Employee Representation on the Board of Directors	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, given that the company's existing board framework and disclosures appear to adequately oversee issues related to the company's employees.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	09/05/2019	Auto-Approved	09/05/2019	103	103

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

FedEx Corporation

Total Shares: 103 103

General Mills, Inc.

Meeting Date: 09/24/2019	Country: USA	Primary Security ID: 370334104	Meeting ID: 1357544
Record Date: 07/26/2019	Meeting Type: Annual	Ticker: GIS	
Primary CUSIP: 370334104	Primary ISIN: US3703341046	Primary SEDOL: 2367026	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,161	Votable Shares: 1,161	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,161

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

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

General Mills, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.								
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	09/03/2019	Auto-Approved	09/03/2019	1,161	1,161
Total Shares:							1,161	1,161

Lamb Weston Holdings, Inc.

Meeting Date: 09/26/2019	Country: USA	Primary Security ID: 513272104	Meeting ID: 1356597
Record Date: 07/29/2019	Meeting Type: Annual	Ticker: LW	
Primary CUSIP: 513272104	Primary ISIN: US5132721045	Primary SEDOL: 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 Instruction
1a	Elect Director Peter J. Bensen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Charles A. Blixt	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Andre J. Hawaux	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1d	Elect Director W.G. Jurgensen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1e	Elect Director Thomas P. Maurer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1f	Elect Director Hala G. Modellmog	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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

Lamb Weston Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Maria Renna Sharpe	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1h	Elect Director Thomas P. Werner	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
4	Report on Pesticide Use in the Company's Supply Chain	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more information regarding pesticide use in the company's agricultural supply chain, given greater public scrutiny over pesticide use and its impacts on the environment.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	09/04/2019	Auto-Approved	09/04/2019	1,035	1,035
Total Shares:							1,035	1,035

WNS (Holdings) Limited

Meeting Date: 09/26/2019	Country: Jersey	Primary Security ID: 92932M101	Meeting ID: 1357085
Record Date: 08/22/2019	Meeting Type: Annual	Ticker: WNS	
Primary CUSIP: 92932M101	Primary ISIN: US92932M1018	Primary SEDOL: B194GX4	Proxy Level: N/A
Shares Voted: 2,762		Votable Shares: 2,762	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,762

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

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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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WNS (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.									
4	Reelect Adrian T. Dillon as a Director	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
5	Reelect Gareth Williams as a Director	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
6	Reelect Mario P. Vitale as a Director	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
7	Approve Remuneration of Directors	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	09/04/2019	Auto-Approved	09/04/2019	2,762	2,762
Total Shares:							2,762	2,762	

Genesee & Wyoming Inc.

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For		
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST this proposal is warranted. All equity is subject to single-trigger vesting upon the completion of the merger, including performance awards granted just nine months ago, which were meant to vest or be earned over three years, but will vest at target. The full acceleration of recently-granted performance awards represents a windfall opportunity.									
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	09/19/2019	Auto-Approved	09/19/2019	75	75

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Genesee & Wyoming Inc.

Total Shares: 75 75

RPM International Inc.

Meeting Date: 10/03/2019	Country: USA	Primary Security ID: 749685103	Meeting ID: 1360873
Record Date: 08/09/2019	Meeting Type: Annual	Ticker: RPM	
Primary CUSIP: 749685103	Primary ISIN: US7496851038	Primary SEDOL: 2756174	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,647	Votable Shares: 2,647	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,647

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kirkland B. Andrews	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director David A. Daberko	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director Thomas S. Gross	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director Frank C. Sullivan	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	09/13/2019	Auto-Approved	09/13/2019	2,647	2,647
Total Shares:							2,647	2,647

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 Institution Account(s): All Institution Accounts

TransDigm Group Incorporated

Meeting Date: 10/03/2019	Country: USA	Primary Security ID: 893641100	Meeting ID: 1361889
Record Date: 08/16/2019	Meeting Type: Special	Ticker: TDG	
Primary CUSIP: 893641100	Primary ISIN: US8936411003	Primary SEDOL: B11FJK3	Proxy Level: 3
	Shares Voted: 135	Votable Shares: 135	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 135

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Approve Stock Option Plan	Mgmt	Yes	For	Against	Against	Against		
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The equity program is estimated to be excessively dilutive (overriding factor)- Plan cost is excessive- Estimated duration of available and proposed shares exceeds six years- Disclosure of CIC vesting treatment is incomplete- The plan allows broad discretion to accelerate vesting</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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	Country: USA	Primary Security ID: 742718109	Meeting ID: 1360140
Record Date: 08/09/2019	Meeting Type: Annual	Ticker: PG	
Primary CUSIP: 742718109	Primary ISIN: US7427181091	Primary SEDOL: 2704407	Proxy Level: 3
	Shares Voted: 3,869	Votable Shares: 3,869	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,869

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francis S. Blake	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Angela F. Braly	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Amy L. Chang	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director Scott D. Cook	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Joseph Jimenez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Terry J. Lundgren	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Christine M. McCarthy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director W. James McNerney, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Nelson Peltz	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director David S. Taylor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Margaret C. Whitman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Patricia A. Woertz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance remain reasonably aligned.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	09/09/2019	Auto-Approved	09/09/2019	3,869	3,869
Total Shares:							3,869	3,869

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United Technologies Corporation

Meeting Date: 10/11/2019	Country: USA	Primary Security ID: 913017109	Meeting ID: 1364802
Record Date: 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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,915

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Execution risk appears heightened due to UTX's other recent, large UTX portfolio changes, but the valuation looks reasonable, the transaction seems financially beneficial, and the strategic logic appears sound due to the companies' complementary technology in several areas; as such, a vote FOR the merger appears warranted.</i>							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as support for the underlying transaction is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	09/27/2019	Auto-Approved	09/27/2019	1,915	1,915
Total Shares:							1,915	1,915

Allergan plc

Meeting Date: 10/14/2019	Country: Ireland	Primary Security ID: G0177J108	Meeting ID: 1366397
Record Date: 09/16/2019	Meeting Type: Special	Ticker: AGN	
Primary CUSIP: G0177J108	Primary ISIN: IE00BY9D5467	Primary SEDOL: BY9D546	Proxy Level: N/A
	Shares Voted: 675	Votable Shares: 675	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 675

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	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
<i>Voting Policy Rationale: A vote FOR the merger is warranted; please see discussion below under Special Meeting - Item 1.</i>							
	Special Meeting	Mgmt	No				

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Allergan plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	Yes	For	For	For	For
<i>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.</i>							
2	Approve Cancellation of Cancellation Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: As this resolution is in connection with the Scheme, support FOR this resolution is warranted.</i>							
3	Authorize Board to Allot and Issue Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: As this resolution is in connection with the Scheme, support FOR this resolution is warranted.</i>							
4	Amend Articles of Association	Mgmt	Yes	For	For	For	For
<i>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.</i>							
5	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
<i>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.</i>							
6	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted in light of support for the underlying transaction.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	09/27/2019	Auto-Approved	09/27/2019	675	675
Total Shares:							675	675

Regis Corporation

Meeting Date: 10/22/2019	Country: USA	Primary Security ID: 758932107	Meeting ID: 1363429
Record Date: 08/26/2019	Meeting Type: Annual	Ticker: RGS	
Primary CUSIP: 758932107	Primary ISIN: US7589321071	Primary SEDOL: 2730327	Proxy Level: 3
	Shares Voted: 7,940	Votable Shares: 7,940	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 7,940	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel G. Beltzman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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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
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director David J. Grissen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1d	Elect Director Mark S. Light	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1e	Elect Director Michael J. Merriman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director M. Ann Rhoades	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1g	Elect Director Hugh E. Sawyer, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1h	Elect Director David P. Williams	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The CEO's \$9.1 million front-loaded equity grant contains a rigorous share price goal, although performance is measured at the end of three years --notwithstanding that the award is intended to cover five years of annual equity grants. Such a front-loaded award inhibits the committee's ability to adjust pay based on future company performance over a relatively long period of time. Further, the committee discretionarily rewarded NEOs with additional payouts under the STI plan based on overachievement on a key internal goal that was not utilized as a separate performance metric for competitive and internal bias reasons, notwithstanding failure to achieve threshold performance on both quantitative performance metrics and an STI plan design that already places significant weight on individual performance goals.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	10/07/2019	Auto-Approved	10/07/2019	7,940	7,940
Total Shares:							7,940	7,940

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

Mercury Systems, Inc.

Meeting Date: 10/23/2019	Country: USA	Primary Security ID: 589378108	Meeting ID: 1361996
Record Date: 08/19/2019	Meeting Type: Annual	Ticker: MRCY	
Primary CUSIP: 589378108	Primary ISIN: US5893781089	Primary SEDOL: 2144047	Proxy Level: 3
	Shares Voted: 1,936	Votable Shares: 1,936	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,936

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
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Michael A. Daniels	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.3	Elect Director Lisa S. Disbrow	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.4	Elect Director Barry R. Nearhos	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

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

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 Institution Account(s): All Institution Accounts

Catalent, Inc.

Shares Voted: 1,227 **Votable Shares:** 1,227 ***Shares on Loan:** 0 **Shares Instructed:** 1,227
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 Madhavan "Madhu" Balachandran	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST governance committee members Madhavan "Madhu" Balachandran and J. Martin Carroll is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter which adversely impacts shareholder rights. Less than 30% of the board is diverse.</i>							
1b	Elect Director J. Martin Carroll	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST governance committee members Madhavan "Madhu" Balachandran and J. Martin Carroll is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter which adversely impacts shareholder rights. Less than 30% of the board is diverse.</i>							
1c	Elect Director John J. Greisch	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	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 **Primary Security ID:** 222070203 **Meeting ID:** 1367029
Record Date: 09/12/2019 **Meeting Type:** Annual **Ticker:** COTY
Primary CUSIP: 222070203 **Primary ISIN:** US2220702037 **Primary SEDOL:** 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

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

Coty Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Sabine Chalmers	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.3	Elect Director Joachim Creus	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.4	Elect Director Pierre Denis	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.5	Elect Director Olivier Goudet	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.6	Elect Director Peter Harf	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee.</i>							
1.7	Elect Director Pierre Laubies	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.8	Elect Director Paul S. Michaels	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.9	Elect Director Erhard Schoewel	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.10	Elect Director Robert Singer	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The 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.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	10/23/2019	Auto-Approved	10/23/2019	1,236	1,236

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

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

Coty Inc.

Total Shares:	1,236	1,236
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Zayo Group Holdings, Inc.

Meeting Date: 11/05/2019	Country: USA	Primary Security ID: 98919V105	Meeting ID: 1366724
Record Date: 09/09/2019	Meeting Type: Annual	Ticker: ZAYO	
Primary CUSIP: 98919V105	Primary ISIN: US98919V1052	Primary SEDOL: BRJ3H07	Proxy Level: 3
Total Ballots: 1	Shares Voted: 493	Votable Shares: 493	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 493

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rick Connor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Cathy Morris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Emily White	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	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	
Primary CUSIP: 57772K101	Primary ISIN: US57772K1016	Primary SEDOL: 2573760	Proxy Level: 3

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

Maxim Integrated Products, Inc.

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 Instruction
1a	Elect Director William (Bill) P. Sullivan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Tunc Doluca	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Tracy C. Accardi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director James R. Bergman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Joseph R. Bronson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Robert E. Grady	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Mercedes Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director William D. Watkins	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director MaryAnn Wright	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	10/21/2019	Auto-Approved	10/21/2019	768	768
Total Shares:							768	768

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

Maxim Integrated Products, Inc.

Tapestry, Inc.

Meeting Date: 11/07/2019	Country: USA	Primary Security ID: 876030107	Meeting ID: 1367654
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
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 123

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Darrell Cavens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1B	Elect Director David Denton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1C	Elect Director Anne Gates	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1D	Elect Director Andrea Guerra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1E	Elect Director Susan Kropf	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1F	Elect Director Annabelle Yu Long	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1G	Elect Director Ivan Menezes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1H	Elect Director Jide Zeitlin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

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

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	Meeting Type: Annual	Ticker: PFGC	
Primary CUSIP: 71377A103	Primary ISIN: US71377A1034	Primary SEDOL: BYVYD43	Proxy Level: 3
Shares Voted: 3,180		Votable Shares: 3,180	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 3,180	
Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George L. Holm	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Arthur B. Winkleblack - Withdrawn	Mgmt	No				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.							
6	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.							

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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		
7	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as the company currently does not provide shareholders with the ability to call special meetings, and this would represent an enhancement to shareholder's rights.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	10/29/2019	Auto-Approved	10/29/2019	3,180	3,180
Total Shares:							3,180	3,180	

Caesars Entertainment Corporation

Meeting Date: 11/15/2019	Country: USA	Primary Security ID: 127686103	Meeting ID: 1370727
Record Date: 10/04/2019	Meeting Type: Special	Ticker: CZR	
Primary CUSIP: 127686103	Primary ISIN: US1276861036	Primary SEDOL: B3TDL41	Proxy Level: 5
Shares Voted: 985		Votable Shares: 985	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 985

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 process appears thorough, the premium is substantial, the valuation seems attractive, and the cash-and-stock merger consideration provides certainty of value while allowing shareholders to participate in the upside potential of the combined company; as such, a vote FOR the merger is warranted.									
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted. Cash severance is double trigger and of a reasonable basis, and no tax gross-ups are expected. In addition, most equity will only accelerate upon a termination of employment.									
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted in light of support for the underlying transaction.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	11/04/2019	Auto-Approved	11/04/2019	985	985
Total Shares:							985	985	

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

Eldorado Resorts, Inc.

Meeting Date: 11/15/2019	Country: USA	Primary Security ID: 28470R102	Meeting ID: 1370728
Record Date: 10/04/2019	Meeting Type: Special	Ticker: ERI	
Primary CUSIP: 28470R102	Primary ISIN: US28470R1023	Primary SEDOL: BQXTNW8	Proxy Level: 5
	Shares Voted: 4,204	Votable Shares: 4,204	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,204

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The premium was substantial and ERI shares have experienced a negative market reaction. However, the strategic rationale appears strong, and shareholders should benefit from substantial synergies available to the company and from increased free cash flow per share. Therefore, a vote FOR the merger is warranted.</i>						
2	Change State of Incorporation from Nevada to Delaware	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST reincorporation.</i>						
3	Approve the ERI A&R Nevada Charter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that, on balance, the material governance provisions under the current Nevada charter and the proposed Nevada charter will largely stay the same.</i>						
4	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Given that all items warrant shareholder support, a vote FOR this proposal is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	11/04/2019	Auto-Approved	11/04/2019	4,204	4,204
Total Shares:							4,204	4,204

The Estee Lauder Companies Inc.

Meeting Date: 11/15/2019	Country: USA	Primary Security ID: 518439104	Meeting ID: 1367649
Record Date: 09/16/2019	Meeting Type: Annual	Ticker: EL	
Primary CUSIP: 518439104	Primary ISIN: US5184391044	Primary SEDOL: 2320524	Proxy Level: 3
	Shares Voted: 61	Votable Shares: 61	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 61

Proposal Number	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
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2019 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 Instruction
1.2	Elect Director William P. Lauder	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Richard D. Parsons	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Lynn Forester de Rothschild	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Jennifer Tejada	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Richard F. Zannino	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Previously raised concerns regarding the CEO's pay magnitude have been slightly mitigated as his total pay decreased from the prior year amid positive financial performance. Although a large portion of the STI awards continue to rely on business unit multipliers with limited disclosure, the targets for all corporate performance metrics were set above the prior year's targets and the final award was paid out in-line with the company's performance on the year. Moreover, the aggregate value of the CEO's performance-based equity grant decreased significantly with the final award payout being conditioned upon a multi-year performance period.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s):- Plan cost is excessive- Disclosure of CIC vesting treatment is incomplete- The plan allows broad discretion to accelerate vesting</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	10/28/2019	Auto-Approved	10/28/2019	61	61
Total Shares:							61	61

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

The Hain Celestial Group, Inc.

Meeting Date: 11/19/2019	Country: USA	Primary Security ID: 405217100	Meeting ID: 1370690
Record Date: 10/03/2019	Meeting Type: Annual	Ticker: HAIN	
Primary CUSIP: 405217100	Primary ISIN: US4052171000	Primary SEDOL: 2492337	Proxy Level: 3
	Shares Voted: 509	Votable Shares: 509	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 509

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard A. Beck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Celeste A. Clark	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Dean Hollis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Shervin J. Korangy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Roger Meltzer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Mark L. Schiller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Michael B. Sims	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Glenn W. Welling	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Dawn M. Zier	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Annual incentives are predicated on objective financial results, and target payout opportunities were lowered in connection with the mid-year modification of the performance goals. Moreover, the company provides a robust explanation for the decision to rework the incentive program. Nonetheless, shareholders may have concerns with changes to an in-progress incentive program. Long-term incentives use a multi-year measurement period based on rigorous compound annual TSR goals, and the forfeiture of prior-cycle LTI awards is commensurate with performance below threshold goals. Continued monitoring of pay outcomes is warranted, as Schiller completes his first full fiscal year as CEO in June of 2020.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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

The Hain Celestial Group, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	11/07/2019	Auto-Approved	11/07/2019	509	509
Total Shares:							509	509

Royal Gold, Inc.

Meeting Date: 11/20/2019 **Country:** USA **Primary Security ID:** 780287108 **Meeting ID:** 1369568
Record Date: 09/23/2019 **Meeting Type:** Annual **Ticker:** RGLD

Primary CUSIP: 780287108 **Primary ISIN:** US7802871084 **Primary SEDOL:** 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 Instruction
1a	Elect Director William M. Hayes	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Ronald J. Vance	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	10/28/2019	Auto-Approved	10/28/2019	616	616
Total Shares:							616	616

The Clorox Company

Meeting Date: 11/20/2019 **Country:** USA **Primary Security ID:** 189054109 **Meeting ID:** 1368647
Record Date: 09/23/2019 **Meeting Type:** Annual **Ticker:** CLX

Primary CUSIP: 189054109 **Primary ISIN:** US1890541097 **Primary SEDOL:** 2204026 **Proxy Level:** 3

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

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

The Clorox Company

Shares Voted: 24 **Votable Shares:** 24 ***Shares on Loan:** 0 **Shares Instructed:** 24
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amy Banse	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Richard H. Carmona	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Benno Dorer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Spencer C. Fleischer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Esther Lee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director A.D. David Mackay	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Robert W. Matschullat	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Matthew J. Shattock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Pamela Thomas-Graham	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Russell J. Weiner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Christopher J. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>						

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

The Clorox 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	11/08/2019	Auto-Approved	11/08/2019	24	24
Total Shares:							24	24

ResMed Inc.

Meeting Date: 11/21/2019 Country: USA Primary Security ID: 761152107 Meeting ID: 1369919
 Record Date: 09/26/2019 Meeting Type: Annual Ticker: RMD

Primary CUSIP: 761152107 Primary ISIN: US7611521078 Primary SEDOL: 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 Instruction
1a	Elect Director Carol Burt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Jan De Witte	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Rich Sulpizio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time.</i>							

Ballot Details

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

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

Atlassian Corporation Plc

Meeting Date: 12/04/2019	Country: United Kingdom	Primary Security ID: G06242104	Meeting ID: 1372799
Record Date: 10/07/2019	Meeting Type: Annual	Ticker: TEAM	
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 Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	<i>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.</i>						
2	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns have been identified with the remuneration report. The executive directors are significant shareholders of the company and currently only receive a fixed pay package.</i>						
3	Approve Remuneration Policy	Mgmt	Yes	For	Against	Against	Against
	<i>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.</i>						
4	Appoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
5	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
6	Elect Director Shona L. Brown	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
7	Elect Director Michael Cannon-Brookes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
8	Elect Director Scott Farquhar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
9	Elect Director Heather Mirjahangir Fernandez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
10	Elect Director Sasan Goodarzi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
11	Elect Director Jay Parikh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Atlassian Corporation Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
12	Elect Director Enrique Salem	Mgmt	Yes	For	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.									
13	Elect Director Steven Sordello	Mgmt	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. Wong	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078		6728029078	Confirmed	Auto-Instructed	11/18/2019	Auto-Approved	11/18/2019	2,300	2,300
Total Shares:								2,300	2,300

Microsoft Corporation

Meeting Date: 12/04/2019	Country: USA	Primary Security ID: 594918104	Meeting ID: 1371482
Record Date: 10/08/2019	Meeting Type: Annual	Ticker: MSFT	
Primary CUSIP: 594918104	Primary ISIN: US5949181045	Primary SEDOL: 2588173	Proxy Level: 4
Shares Voted: 5,865		Votable Shares: 5,865	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 5,865

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William H. Gates, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Reid G. Hoffman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Hugh F. Johnston	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Teri L. List-Stoll	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Satya Nadella	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Sandra E. Peterson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Penny S. Pritzker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Charles W. Scharf	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Arne M. Sorenson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director John W. Stanton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director John W. Thompson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Emma N. Walmsley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Padmasree Warrior	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>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.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Report on Employee Representation on the Board of Directors	SH	Yes	Against	Against	Against	Against
	<i>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.</i>						
5	Report on Gender Pay Gap	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from additional information allowing them to measure the progress of the company's diversity and inclusion initiatives.</i>						

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

Microsoft Corporation

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 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	Country: Ireland	Primary Security ID: G5960L103	Meeting ID: 1358759
Record Date: 10/10/2019	Meeting Type: Annual	Ticker: MDT	
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
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,319	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Anderson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Craig Arnold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Scott C. Donnelly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Andrea J. Goldsmith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Randall J. Hogan, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Omar Ishrak	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Michael O. Leavitt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director James T. Lenehan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Geoffrey S. Martha	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Medtronic plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Elizabeth G. Nabel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Denise M. O'Leary	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Kendall J. Powell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>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.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Support FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals are warranted as the proposed amounts and durations are within recommended limits.</i>							
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals are warranted as the proposed amounts and durations are within recommended limits.</i>							
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	11/07/2019	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

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

Cisco Systems, Inc.

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Michele Burns	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Wesley G. Bush	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Michael D. Capellas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Mark Garrett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Kristina M. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Roderick C. McGeary	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Charles H. Robbins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Arun Sarin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Brenton L. Saunders	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Carol B. Tome	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are relatively aligned at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

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

Cisco Systems, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	11/15/2019	Auto-Approved	11/15/2019	200	200
Total Shares:							200	200

Paylocity Holding Corporation

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven R. Beauchamp	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Andres D. Reiner	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	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	Country: USA	Primary Security ID: 885160101	Meeting ID: 1374900
Record Date: 10/18/2019	Meeting Type: Annual	Ticker: THO	
Primary CUSIP: 885160101	Primary ISIN: US8851601018	Primary SEDOL: 2889876	Proxy Level: 3

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

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 Instruction
1.1	Elect Director Andrew E. Graves	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.2	Elect Director Amelia A. Huntington	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.3	Elect Director Wilson Jones	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.4	Elect Director Christopher Klein	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.5	Elect Director J. Allen Kosowsky	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.6	Elect Director Robert W. Martin	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.7	Elect Director Peter B. Orthwein	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.8	Elect Director Jan H. Suwinski	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.9	Elect Director James L. Ziemer	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. 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.</i>						

Ballot Details

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

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

Thor Industries, Inc.

Total Shares: 290 290

NortonLifeLock Inc.

Meeting Date: 12/19/2019 **Country:** USA **Primary Security ID:** 668771108 **Meeting ID:** 1376324
Record Date: 11/01/2019 **Meeting Type:** Annual **Ticker:** NLOK

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sue Barsamian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Frank E. Dangeard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Nora M. Denzel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Peter A. Feld	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Kenneth Y. Hao	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director David W. Humphrey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Vincent Pilette	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director V. Paul Unruh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>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.</i>						

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

NortonLifeLock Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	12/04/2019	Auto-Approved	12/04/2019	44	44
Total Shares:							44	44	

Occidental Petroleum Corporation

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Management Proxy (White Proxy Card)	Mgmt	No						
	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.								
1	Dissident Card	Mgmt	No						
	Consent to Request to Fix a Record Date	SH	Yes	For	For	For	For		
	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

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

Jacobs Engineering Group Inc.

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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 516

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

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Reporting Period: 07/01/2019 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: Greater than 25 percent of total audit fees paid are attributable to non-audit work.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	12/18/2019	Auto-Approved	12/18/2019	516	516
Total Shares:							516	516	

Micron Technology, Inc.

Meeting Date: 01/16/2020	Country: USA	Primary Security ID: 595112103	Meeting ID: 1384455
Record Date: 11/18/2019	Meeting Type: Annual	Ticker: MU	
Primary CUSIP: 595112103	Primary ISIN: US5951121038	Primary SEDOL: 2588184	Proxy Level: 3
	Shares Voted: 2,242	Votable Shares: 2,242	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,242

Proposal Number	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
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Richard M. Beyer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Steven J. Gomo	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Mary Pat McCarthy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Sanjay Mehrotra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Robert E. Switz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director MaryAnn Wright	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. However, shareholders would benefit from greater disclosure regarding the performance goals applicable to incentive compensation programs.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Country: USA	Primary Security ID: 902681105	Meeting ID: 1385702
Record Date: 11/13/2019	Meeting Type: Annual	Ticker: UGI	
Primary CUSIP: 902681105	Primary ISIN: US9026811052	Primary SEDOL: 2910118	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,774	Votable Shares: 1,774	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,774

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director M. Shawn Bort	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Theodore A. Dosch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Alan N. Harris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Frank S. Hermance	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director William J. Marrazzo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

UGI Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Kelly A. Romano	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Marvin O. Schlanger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director James B. Stallings, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director K. Richard Turner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director John L. Walsh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Country: USA	Primary Security ID: 009158106	Meeting ID: 1385273
Record Date: 11/29/2019	Meeting Type: Annual	Ticker: APD	
Primary CUSIP: 009158106	Primary ISIN: US0091581068	Primary SEDOL: 2011602	Proxy Level: 3
Total Ballots: 1	Shares Voted: 37	Votable Shares: 37	*Shares on Loan: 0
	Voting Policy: UUA		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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Air Products and Chemicals, Inc.

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible 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
Record Date: 11/25/2019	Meeting Type: Annual	Ticker: INTU	
Primary CUSIP: 461202103	Primary ISIN: US4612021034	Primary SEDOL: 2459020	Proxy Level: 3

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

Intuit Inc.

Shares Voted: 4,145 **Votable Shares:** 4,145 ***Shares on Loan:** 0 **Shares Instructed:** 4,145
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 Eve Burton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Scott D. Cook	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Richard L. Dalzell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Sasan K. Goodarzi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Deborah Liu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Dennis D. Powell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Brad D. Smith	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Thomas Szkutak	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Raul Vazquez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Jeff Weiner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year under review.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
4	Adopt a Mandatory Arbitration Bylaw	SH	Yes	Against	Against	Against	Against
	<i>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.</i>						

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

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 Mgmt, 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	Country: USA	Primary Security ID: 075887109	Meeting ID: 1385954
Record Date: 12/09/2019	Meeting Type: Annual	Ticker: BDJ	
Primary CUSIP: 075887109	Primary ISIN: US0758871091	Primary SEDOL: 2087807	Proxy Level: 3
	Shares Voted: 538	Votable Shares: 538	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 538

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

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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 Instruction
1.10	Elect Director Claire Pomeroy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Rebecca W. Rimel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director Timothy M. Ring	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.13	Elect Director Bertram L. Scott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although certain concerns with the long-term incentive plan remain, pay is reasonably aligned with performance for the year in review.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on an analysis of the plan amendments, a vote FOR this proposal is warranted.</i>							
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the ability of the holders of 10 percent of outstanding shares to call a special meeting would supplement shareholders' existing right under New Jersey law to petition the Superior Court to call a special meeting upon a showing of good cause.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	01/10/2020	Auto-Approved	01/10/2020	538	538
Total Shares:							538	538

Hormel Foods Corporation

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

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

Hormel Foods Corporation

Shares Voted: 318 **Votable Shares:** 318 ***Shares on Loan:** 0 **Shares Instructed:** 318
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 Prama Bhatt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Gary C. Bhojwani	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Terrell K. Crews	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Stephen M. Lacy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Elsa A. Murano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Susan K. Nestegard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director William A. Newlands	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Dakota A. Pippins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Christopher J. Policinski	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Jose Luis Prado	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Sally J. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director James P. Snee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Steven A. White	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						

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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 Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although there are concerns noted with respect to the long-term incentive program's performance linkage, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	01/03/2020	Auto-Approved	01/03/2020	318	318
Total Shares:								318	318

Visa Inc.

Meeting Date: 01/28/2020	Country: USA	Primary Security ID: 92826C839	Meeting ID: 1384276
Record Date: 11/29/2019	Meeting Type: Annual	Ticker: V	
Primary CUSIP: 92826C839	Primary ISIN: US92826C8394	Primary SEDOL: B2PZN04	Proxy Level: 3
Shares Voted: 9,940	Votable Shares: 9,940	*Shares on Loan: 0	Shares Instructed: 9,940
Total Ballots: 2	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Mary B. Cranston	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Ramon L. Laguarta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director John F. Lundgren	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Robert W. Matschullat	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Visa Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Denise M. Morrison	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director John A. C. Swainson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	01/03/2020	Auto-Approved	01/03/2020	9,800	9,800
Socially Responsible 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	Country: USA	Primary Security ID: 980745103	Meeting ID: 1385700
Record Date: 12/02/2019	Meeting Type: Annual	Ticker: WWD	
Primary CUSIP: 980745103	Primary ISIN: US9807451037	Primary SEDOL: 2948089	Proxy Level: 3
	Shares Voted: 1,207	Votable Shares: 1,207	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	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
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Mary L. Petrovich	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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

Woodward, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.3	Elect Director James R. Rulseh	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.									
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time									
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
Ballot Details									
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	01/07/2020	Auto-Approved	01/07/2020	1,207	1,207
Total Shares:								1,207	1,207

Ashland Global Holdings Inc.

Meeting Date: 01/30/2020	Country: USA	Primary Security ID: 044186104	Meeting ID: 1384745
Record Date: 12/02/2019	Meeting Type: Annual	Ticker: ASH	
Primary CUSIP: 044186104	Primary ISIN: US0441861046	Primary SEDOL: BYND5N1	Proxy Level: 3
Total Ballots: 1	Shares Voted: 726	Votable Shares: 726	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 726

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

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

Ashland Global Holdings Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Guillermo Novo	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Jerome A. Peribere	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Craig A. Rogerson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Mark C. Rohr	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Ricky C. Sandler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director Janice J. Teal	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director Kathleen Wilson-Thompson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Country: USA	Primary Security ID: 737446104	Meeting ID: 1384719
Record Date: 11/26/2019	Meeting Type: Annual	Ticker: POST	
Primary CUSIP: 737446104	Primary ISIN: US7374461041	Primary SEDOL: B6T0518	Proxy Level: 3

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

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

Post Holdings, Inc.

		Shares Voted: 439	Votable Shares: 439		*Shares on Loan: 0		Shares Instructed: 439	
Total Ballots: 1		Voting Policy: UUA						
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.1	Elect Director Robert E. Grote	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 David W. Kemper	Mgmt	Yes	For	For	Withhold	Withhold	
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.								
1.3	Elect Director Robert V. Vitale	Mgmt	Yes	For	For	Withhold	Withhold	
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.								
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 13.75 percent of the fees paid to the auditor are for non-audit purposes.								
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.								

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Country: USA	Primary Security ID: 931427108	Meeting ID: 1384977
Record Date: 12/02/2019	Meeting Type: Annual	Ticker: WBA	
Primary CUSIP: 931427108	Primary ISIN: US9314271084	Primary SEDOL: BTN1Y44	Proxy Level: 3
Shares Voted: 1,310		Votable Shares: 1,310	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,310	

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.							

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

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Janice M. Babiak	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director David J. Brailer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director William C. Foote	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Ginger L. Graham	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director John A. Lederer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Dominic P. Murphy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Stefano Pessina	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Nancy M. Schlichting	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director James A. Skinner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Greater than 25 percent of total audit fees paid are attributable to non-audit work.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A pay-for-performance misalignment is sufficiently mitigated for the year in review. The STI program is 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.</i>						

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

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.									
5	Adopt a Policy on Bonus Banking *Withdrawn Resolution*	SH	No						
Voting Policy Rationale: On Jan. 3, 2020, the company filed a DEFA 14A indicating that proposal 5 had been withdrawn by the proponents. Accordingly, no votes will be counted with respect to this proposal, and the vote recommendation is "NONE".									
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	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	1,310	1,310
Total Shares:								1,310	1,310

Amdocs Limited

Meeting Date: 01/31/2020	Country: Guernsey	Primary Security ID: G02602103	Meeting ID: 1387681
Record Date: 12/05/2019	Meeting Type: Annual	Ticker: DOX	
Primary CUSIP: G02602103	Primary ISIN: GB0022569080	Primary SEDOL: 2256908	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 1,046	Votable Shares: 1,046	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,046

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert A. Minicucci	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.2	Elect Director Adrian Gardner	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.3	Elect Director James S. Kahan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director Rafael de la Vega	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

Amdocs Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Giora Yaron	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Eli Gelman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Richard T.C. LeFave	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.8	Elect Director John A. MacDonald	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Shuky Sheffer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director Yvette Kanouff	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
3	Approve an Increase in the Quarterly Cash Dividend Rate	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as this is a routine request and no concerns have been identified.</i>						
4	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted in the absence of any known issues concerning the company's audited accounts and financial statements.</i>						
5	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	01/21/2020	Auto-Approved	01/21/2020	1,046	1,046
Total Shares:							1,046	1,046

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

Ingersoll-Rand plc

Meeting Date: 02/04/2020	Country: Ireland	Primary Security ID: G47791101	Meeting ID: 1387948
Record Date: 12/17/2019	Meeting Type: Special	Ticker: IR	
Primary CUSIP: G47791101	Primary ISIN: IE00B6330302	Primary SEDOL: B633030	Proxy Level: N/A
	Shares Voted: 443	Votable Shares: 443	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 443

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Change Company Name to Trane Technologies plc	Mgmt	Yes	For	For	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	01/23/2020	Auto-Approved	01/23/2020	443	443
Total Shares:							443	443	

Atmos Energy Corporation

Meeting Date: 02/05/2020	Country: USA	Primary Security ID: 049560105	Meeting ID: 1386775
Record Date: 12/13/2019	Meeting Type: Annual	Ticker: ATO	
Primary CUSIP: 049560105	Primary ISIN: US0495601058	Primary SEDOL: 2315359	Proxy Level: 3
	Shares Voted: 3,685	Votable Shares: 3,685	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,685

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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Robert W. Best	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Kim R. Cocklin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Kelly H. Compton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Sean Donohue	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Atmos Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Rafael G. Garza	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Richard K. Gordon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Robert C. Grable	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Nancy K. Quinn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Richard A. Sampson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Stephen R. Springer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Diana J. Walters	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Richard Ware, II	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Less than 25 percent of total audit fees paid are attributable to non-audit work.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	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	Country: USA	Primary Security ID: 902494103	Meeting ID: 1386963
Record Date: 12/09/2019	Meeting Type: Annual	Ticker: TSN	
Primary CUSIP: 902494103	Primary ISIN: US9024941034	Primary SEDOL: 2909730	Proxy Level: 3

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

Tyson Foods, Inc.

Shares Voted: 861 **Votable Shares:** 861 ***Shares on Loan:** 0 **Shares Instructed:** 861
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John Tyson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Gaurdie E. Banister, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Dean Banks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Mike Beebe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Mikel A. Durham	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jonathan D. Mariner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Kevin M. McNamara	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Cheryl S. Miller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Jeffrey K. Schomburger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Robert Thurber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Barbara A. Tyson	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The nominee attended less than 75% of the board and committee meetings. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Noel White	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>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.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although concerns are noted under the company's pay program, pay is reasonably aligned with performance at this time. Accordingly, a vote FOR this proposal is warranted.</i>						

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

Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Report on Deforestation Impacts in Company's Supply Chain	SH	Yes	Against	For	For	For
<i>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.</i>							
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company does not disclose a comprehensive lobbying policy, its direct and indirect lobbying expenditures, or board oversight of its lobbying activities.</i>							
6	Report on Human Rights Risk Assessment Process	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations and supply chain would allow shareholders to better gauge how the company is managing human rights related risks.</i>							
7	Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about maintaining a strong link between the interests of top executives and long-term shareholder value.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	01/24/2020	Auto-Approved	01/24/2020	861	861
Total Shares:							861	861

Varian Medical Systems, Inc.

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anat Ashkenazi	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1b	Elect Director Jeffrey R. Balser	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1c	Elect Director Judy Bruner	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							

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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 Instruction
1d	Elect Director Jean-Luc Butel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1e	Elect Director Regina E. Dugan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1f	Elect Director R. Andrew Eckert	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1g	Elect Director Phillip G. Febbo	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1h	Elect Director David J. Illingworth	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1i	Elect Director Michelle M. Le Beau	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1j	Elect Director Dow R. Wilson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The annual bonus predominately consists of objective, financial metrics. The individual performance component of the annual bonus is also well-detailed in the proxy. Additionally, the CEO's equity grant is entirely based on performance-conditioned equity. Long-term incentives have a multi-year performance period, and forward-looking goals are disclosed.</i>						
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price is reasonable, the number of shares reserved is reasonable, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 12.42 percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	01/27/2020	Auto-Approved	01/27/2020	107	107
Total Shares:							107	107

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

Cubic Corporation

Meeting Date: 02/17/2020	Country: USA	Primary Security ID: 229669106	Meeting ID: 1390564
Record Date: 12/19/2019	Meeting Type: Annual	Ticker: CUB	
Primary CUSIP: 229669106	Primary ISIN: US2296691064	Primary SEDOL: 2239266	Proxy Level: 3
	Shares Voted: 2,600	Votable Shares: 2,600	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,600

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Prithviraj Banerjee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Bruce G. Blakley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Maureen Breakiron-Evans	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Denise L. Devine	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Bradley H. Feldmann	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Carolyn A. Flowers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Janice M. Hamby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director David F. Melcher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Steven J. Norris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.12 percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	01/28/2020	Auto-Approved	01/28/2020	2,600	2,600

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

Cubic Corporation

Total Shares: 2,600 2,600

Raymond James Financial, Inc.

Meeting Date: 02/20/2020	Country: USA	Primary Security ID: 754730109	Meeting ID: 1389346
Record Date: 12/23/2019	Meeting Type: Annual	Ticker: RJF	
Primary CUSIP: 754730109	Primary ISIN: US7547301090	Primary SEDOL: 2718992	Proxy Level: 3
Total Ballots: 1	Shares Voted: 399	Votable Shares: 399	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 399

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles G. von Arentschildt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Robert M. Dutkowsky	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Jeffrey N. Edwards	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Benjamin C. Esty	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Anne Gates	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Francis S. Godbold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Thomas A. James	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Gordon L. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Roderick C. McGearry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Paul C. Reilly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Raj Seshadri	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Raymond James Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Susan N. Story	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: This proposal warrants a vote FOR. Although incentive compensation is not dependent on objective, pre-set performance measures, the company awards a significant portion of the compensation as equity of which a majority is performance-conditioned. While shareholders may prefer to see a compensation program more concretely tied to specific performance achievement, pay and performance appear to be reasonably aligned at this time.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.61 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	01/27/2020	Auto-Approved	01/27/2020	399	399
Total Shares:							399	399

Gardner Denver Holdings, Inc.

Meeting Date: 02/21/2020	Country: USA	Primary Security ID: 36555P107	Meeting ID: 1390322
Record Date: 01/02/2020	Meeting Type: Special	Ticker: GDI	
Primary CUSIP: 36555P107	Primary ISIN: US36555P1075	Primary SEDOL: BZ4DG90	Proxy Level: 5
	Shares Voted: 743	Votable Shares: 743	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 743	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the sound strategic rationale, potential cost synergies, and positive market reaction.</i>							
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan cost is excessive;- The estimated duration of available and proposed shares exceeds six years; and- The plan allows broad discretion to accelerate vesting.</i>							

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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 FOR this proposal is warranted as the underlying merger transaction (Item 1) also merits support.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	02/07/2020	Auto-Approved	02/07/2020	743	743
Total Shares:								743	743

Hill-Rom Holdings, Inc.

Meeting Date: 02/25/2020	Country: USA	Primary Security ID: 431475102	Meeting ID: 1390172
Record Date: 01/02/2020	Meeting Type: Annual	Ticker: HRC	
Primary CUSIP: 431475102	Primary ISIN: US4314751029	Primary SEDOL: 2425924	Proxy Level: 3
Shares Voted: 610	Votable Shares: 610	*Shares on Loan: 0	Shares Instructed: 610
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William G. Dempsey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Gary L. Ellis	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Stacy Enxing Seng	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Mary Garrett	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director James R. Giertz	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director John P. Groetelaars	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Hill-Rom Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director William H. Kucheman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Ronald A. Malone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Gregory J. Moore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Felicia F. Norwood	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Nancy M. Schlichting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.24 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Primary ISIN: US0378331005	Primary SEDOL: 2046251	Proxy Level: 3

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

Apple Inc.

Total Ballots: 2		Shares Voted: 74	Votable Shares: 74		*Shares on Loan: 0	Shares Instructed: 74	
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Bell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Tim Cook	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Al Gore	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Andrea Jung	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Art Levinson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Ron Sugar	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Sue Wagner	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 14.72 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. There 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.							
4	Proxy Access Amendments	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.							
5	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	Against	For	For
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.							

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

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 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	Country: USA	Primary Security ID: 244199105	Meeting ID: 1389344
Record Date: 12/31/2019	Meeting Type: Annual	Ticker: DE	
Primary CUSIP: 244199105	Primary ISIN: US2441991054	Primary SEDOL: 2261203	Proxy Level: 3
Total Ballots: 1	Shares Voted: 180	Votable Shares: 180	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 180

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
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Alan C. Heuberger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Charles O. Holliday, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Dipak C. Jain	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Michael O. Johanns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Clayton M. Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Deere & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director John C. May	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Sherry M. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Sheila G. Talton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the board has not articulated a compelling argument for restricting shareholders' litigation rights.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>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.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>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.</i>						
6	Disclose Board Qualifications Matrix	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following reasons:- Deere provides information regarding the experience and qualifications of director nominees; and- The practice is not an appropriate topic of inquiry in the nomination or selection process because political ideology should play no role in the execution of board responsibilities.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/10/2020	Auto-Approved	02/10/2020	180	180
Total Shares:							180	180

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

Tetra Tech, Inc.

Meeting Date: 02/26/2020	Country: USA	Primary Security ID: 88162G103	Meeting ID: 1390174
Record Date: 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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,027

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1B	Elect Director Gary R. Birkenbeuel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1C	Elect Director Patrick C. Haden	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1D	Elect Director J. Christopher Lewis	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1E	Elect Director Joanne M. Maguire	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1F	Elect Director Kimberly E. Ritrievi	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1G	Elect Director J. Kenneth Thompson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1H	Elect Director Kirsten M. Volpi	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.37 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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

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

Tetra Tech, Inc.

Digital Realty Trust, Inc.

Meeting Date: 02/27/2020	Country: USA	Primary Security ID: 253868103	Meeting ID: 1391663
Record Date: 01/07/2020	Meeting Type: Special	Ticker: DLR	
Primary CUSIP: 253868103	Primary ISIN: US2538681030	Primary SEDOL: B03GQS4	Proxy Level: 5
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 Instruction
1	Issue Shares in Connection with Acquisition	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The strategic rationale appears logical as the combined company will have an immediate and expanded presence in Europe and be able to provide a worldwide platform for its customer base. Additionally, the deal is expected to be accretive, is reasonable from a valuation standpoint, and the market reaction since announcement does not raise significant concerns. As such, support FOR the deal is warranted.</i>							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Support FOR this agenda item is warranted given support for the underlying transaction is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/14/2020	Auto-Approved	02/14/2020	64	64
Total Shares:							64	64

Johnson Controls International plc

Meeting Date: 03/04/2020	Country: Ireland	Primary Security ID: G51502105	Meeting ID: 1390567
Record Date: 01/02/2020	Meeting Type: Annual	Ticker: JCI	
Primary CUSIP: G51502105	Primary ISIN: IE00BY7QL619	Primary SEDOL: BY7QL61	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 Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean Blackwell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Pierre Cohade	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Johnson Controls International plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Michael E. Daniels	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Juan Pablo del Valle Perochena	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director W. Roy Dunbar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Gretchen R. Haggerty	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Simone Menne	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director George R. Oliver	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Jurgen Tinggren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Mark Vergnano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director R. David Yost	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director John D. Young	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 17.01 percent of the fees paid to the auditor are for non-audit purposes.</i>						
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals, to ratify the auditor and authorize the audit committee to set the auditor's remuneration, are warranted.</i>						
3	Authorize Market Purchases of Company Shares	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the board is using share buybacks to redistribute cash to shareholders and all shareholders participate on equal terms.</i>						
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland and no significant concerns have been identified.</i>						

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

Johnson Controls International plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Investors have raised concerns regarding the legacy change-in-control severance arrangements since the company's 2016 merger and these legacy agreements paid sizable severance to two departing NEOs in 2019. While some investors may question the sizable severance payments, particularly given that shareholders have raised this issue as a concern, the agreements no longer cover NEOs and payments should not recur. Further, the company has made several improvements to pay programs including implementing a multi-year performance equity measurement period for 2019 awards. However, given the history of compensation concerns at the company, shareholders should continue to monitor pay programs.</i>							
6	Approve the Directors' Authority to Allot Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Country: USA	Primary Security ID: 436440101	Meeting ID: 1391148
Record Date: 01/08/2020	Meeting Type: Annual	Ticker: HOLX	
Primary CUSIP: 436440101	Primary ISIN: US4364401012	Primary SEDOL: 2433530	Proxy Level: 3
Total Ballots: 1	Shares Voted: 691	Votable Shares: 691	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 691

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen P. MacMillan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Sally W. Crawford	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Charles J. Dockendorff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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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 Instruction
1.4	Elect Director Scott T. Garrett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Ludwig N. Hantson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Namal Nawana	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Christiana Stamoulis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Amy M. Wendell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. 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.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 23.48 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/12/2020	Auto-Approved	02/12/2020	691	691
Total Shares:							691	691

QUALCOMM Incorporated

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

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

QUALCOMM Incorporated

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark Fields	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Jeffrey W. Henderson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Ann M. Livermore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Harish Manwani	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Mark D. McLaughlin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Steve Mollenkopf	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Clark T. "Sandy" Randt, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Irene B. Rosenfeld	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Kornelis "Neil" Smit	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Anthony J. Vinciguerra	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.63 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. 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.</i>							
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Votable Shares: 617	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 617

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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Vincent Roche	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director James A. Champy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Anantha P. Chandrakasan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Bruce R. Evans	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Analog Devices, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Edward H. Frank	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Karen M. Golz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Mark M. Little	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Kenton J. Sicchitano	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Susie Wee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as CEO pay is reasonably aligned with company performance at this time.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.40 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/13/2020	Auto-Approved	02/13/2020	617	617
Total Shares:							617	617

The Walt Disney Company

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

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

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 Instruction
1a	Elect Director Susan E. Arnold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mary T. Barra	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Safra A. Catz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Francis A. deSouza	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Michael B.G. Froman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Robert A. Iger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Mark G. Parker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Derica W. Rice	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.61 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although meaningful improvements were made to address shareholders' concerns, including the elimination of certain compensation increases the CEO would otherwise be contractually entitled to, there remain significant concerns regarding CEO pay magnitude and structure. Specifically, the CEO's base salary is more than double that of company peers at \$3 million. The CEO's target and maximum annual incentive pay opportunities remain set at \$12 million and \$24 million, which is 400 percent and 800 percent of base salary, respectively. This resulted in an annual incentive award for 2019 that exceeded the CEO total pay peer median. In addition, performance awards under the LTI program continue to target merely median performance, while goals under the STI program are only disclosed as a range, with specific target goals undisclosed.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's indirect lobbying-related oversight mechanisms, along with its trade association payments, 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
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	Country: USA	Primary Security ID: 127055101	Meeting ID: 1391364
Record Date: 01/15/2020	Meeting Type: Annual	Ticker: CBT	
Primary CUSIP: 127055101	Primary ISIN: US1270551013	Primary SEDOL: 2162500	Proxy Level: 3
Total Ballots: 1	Shares Voted: 341	Votable Shares: 341	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 341

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director Juan Enriquez	Mgmt	Yes	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 Sean D. Keohane	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.3	Elect Director William C. Kirby	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.									
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	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

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

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
Total Ballots: 1	Shares Voted: 1,844	Votable Shares: 1,844	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,844

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gayathri Rajan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Michael J. Warren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.56 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's 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.</i>						

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	02/28/2020	Auto-Approved	02/28/2020	1,844	1,844
Total Shares:							1,844	1,844

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

Starbucks Corporation

Meeting Date: 03/18/2020	Country: USA	Primary Security ID: 855244109	Meeting ID: 1391360
Record Date: 01/10/2020	Meeting Type: Annual	Ticker: SBUX	
Primary CUSIP: 855244109	Primary ISIN: US8552441094	Primary SEDOL: 2842255	Proxy Level: 3
	Shares Voted: 169	Votable Shares: 169	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 169

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Rosalind G. Brewer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Andrew Campion	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Mary N. Dillon	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Isabel Ge Mahe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Melody Hobson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Kevin R. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Jorgen Vig Knudstorp	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Satya Nadella	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Joshua Cooper Ramo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Clara Shih	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Javier G. Teruel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1m	Elect Director Myron E. Ullman, III	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 4.60 percent of the fees paid to the auditor are for non-audit purposes.									
4	Report on Risks of Omitting Viewpoint and Ideology from EEO Policy	SH	Yes	Against	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to be taking appropriate steps to protect itself against risks related to discrimination based on political ideology or viewpoint.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	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
Total Shares:								169	169

Arrowhead Pharmaceuticals, Inc.

Meeting Date: 03/19/2020	Country: USA	Primary Security ID: 04280A100	Meeting ID: 1391671
Record Date: 01/22/2020	Meeting Type: Annual	Ticker: ARWR	
Primary CUSIP: 04280A100	Primary ISIN: US04280A1007	Primary SEDOL: BYQBFJ8	Proxy Level: 3
	Shares Voted: 1,078	Votable Shares: 1,078	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,078

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christopher Anzalone	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is no racial diversity on the board.</i>							
1.2	Elect Director Marianne De Backer	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is no racial diversity on the board.</i>							
1.3	Elect Director Mauro Ferrari	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is no racial diversity on the board.</i>							
1.4	Elect Director Douglass Given	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is no racial diversity on the board.</i>							

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

Arrowhead Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Michael S. Perry	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is no racial diversity on the board. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.6	Elect Director William Waddill	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is no racial diversity on the board.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns are identified at this time.</i>							
3	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a majority vote standard in uncontested director elections will provide shareholders with a more meaningful voice while improving director accountability.</i>							
4	Ratify Rose, Snyder & Jacobs LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	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	Country: USA	Primary Security ID: 422806109	Meeting ID: 1392210
Record Date: 01/24/2020	Meeting Type: Annual	Ticker: HEI	
Primary CUSIP: 422806109	Primary ISIN: US4228061093	Primary SEDOL: 2419217	Proxy Level: 3
Total Ballots: 1	Shares Voted: 141	Votable Shares: 141	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 141

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas M. Culligan	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Adolfo Henriques	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

HEICO Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Mark H. Hildebrandt	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director Eric A. Mendelson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Laurans A. Mendelson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Victor H. Mendelson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Julie Neitzel	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Alan Schriesheim	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Frank J. Schwitter	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.21 percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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
Record Date: 02/06/2020	Meeting Type: Annual	Ticker: AVGO	
Primary CUSIP: 11135F101	Primary ISIN: US11135F1012	Primary SEDOL: BDZ78H9	Proxy Level: 3

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

Broadcom Inc.

		Shares Voted: 58	Votable Shares: 58		*Shares on Loan: 0		Shares Instructed: 58
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 Hock E. Tan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Henry Samueli	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Eddy W. Hartenstein	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Diane M. Bryant	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Gayla J. Delly	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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.							
1g	Elect Director Check Kian Low	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Justine F. Page	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Harry L. You	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 15.89 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/09/2020	Auto-Approved	03/09/2020	58	58
Total Shares:							58	58

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

Broadcom Inc.

Schlumberger N.V.

Meeting Date: 04/01/2020	Country: Curacao	Primary Security ID: 806857108	Meeting ID: 1396593
Record Date: 02/12/2020	Meeting Type: Annual	Ticker: SLB	
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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,569

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick de La Chevardiere	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director Miguel M. Galuccio	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Olivier Le Peuch	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Tatiana A. Mitrova	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director Lubna S. Olayan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1f	Elect Director Mark G. Papa	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Leo Rafael Reif	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director Henri Seydoux	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Jeff W. Sheets	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
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
	<i>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.</i>						

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

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
Rhumblin 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	Country: Panama	Primary Security ID: 143658300	Meeting ID: 1399141
Record Date: 02/06/2020	Meeting Type: Annual	Ticker: CCL	
Primary CUSIP: 143658300	Primary ISIN: PA1436583006	Primary SEDOL: 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 Instruction
1	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3	Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
5	Re-elect Arnold W. Donald as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
6	Re-elect Richard J. Glasier as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
7	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Carnival Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Re-elect John Parker as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
9	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
10	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
11	Re-elect Randall J. Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>						
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
	<i>Voting Policy Rationale: The majority of the Group's equity is held through Carnival Corp, which is classified as a US domestic issuer. Given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote FOR this proposal is warranted.</i>						
14	Approve Directors' Remuneration Policy (in accordance with legal requirements applicable to UK companies)	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The majority of the Group's equity is held through Carnival Corp, which is classified as a US domestic issuer. Given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote FOR this proposal is warranted.</i>						
15	Reappoint PricewaterhouseCoopers LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of PricewaterhouseCoopers LLP as the Independent Registered Certified Public Accounting Firm of Carnival Corporation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
16	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						

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

Carnival Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
17	Receive the UK Accounts and Reports of the Directors and Auditors of Carnival plc for the year ended November 30, 2019 (in accordance with legal requirements applicable to UK companies).	Mgmt	Yes	For	For	For	For
<i>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.</i>							
18	Approve Issuance of Equity	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
19	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
20	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i>							
21	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
22	Approve UK Employee Share Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no issues of concern have been identified.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/20/2020	Auto-Approved	03/20/2020	100	100
Total Shares:							100	100

The Goodyear Tire & Rubber Company

Meeting Date: 04/06/2020	Country: USA	Primary Security ID: 382550101	Meeting ID: 1404087
Record Date: 02/11/2020	Meeting Type: Annual	Ticker: GT	
Primary CUSIP: 382550101	Primary ISIN: US3825501014	Primary SEDOL: 2378200	Proxy Level: 3
Total Ballots: 2	Shares Voted: 529	Votable Shares: 529	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 529

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

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

The Goodyear Tire & Rubber Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Werner Geissler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Peter S. Hellman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Laurette T. Koellner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Richard J. Kramer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director W. Alan McCollough	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director John E. McGlade	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Roderick A. Palmore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Hera K. Siu	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Stephanie A. Streeter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Michael R. Wessel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Thomas L. Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.34 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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

The Goodyear Tire & Rubber Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against		
<i>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.</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	03/18/2020	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	Country: USA	Primary Security ID: 00724F101	Meeting ID: 1400782
Record Date: 02/12/2020	Meeting Type: Annual	Ticker: ADBE	
Primary CUSIP: 00724F101	Primary ISIN: US00724F1012	Primary SEDOL: 2008154	Proxy Level: 3
Total Ballots: 1	Shares Voted: 3,560	Votable Shares: 3,560	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 3,560

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

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

Adobe Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Kathleen Oberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Dheeraj Pandey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director David A. Ricks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Daniel L. Rosensweig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director John E. Warnock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and number of shares reserved is reasonable, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>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.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
5	Report on Gender Pay Gap	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives. Additionally, adoption of this proposal should serve to further strengthen the company's existing diversity initiative.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	03/17/2020	Auto-Approved	03/17/2020	3,560	3,560
Total Shares:							3,560	3,560

Dow Inc.

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

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

Dow Inc.

Total Ballots: 1		Shares Voted: 57	Votable Shares: 57			*Shares on Loan: 0	Shares Instructed: 57
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-time and sits 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	Yes	For	For	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	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	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	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Jeff M. Fetting	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Jim Fitterling	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Jacqueline C. Hinman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Jill S. Wyant	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Daniel W. Yohannes	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 8.59 percent of the fees paid to the auditor are for non-audit purposes.							

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

Dow Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/16/2020	Auto-Approved	03/16/2020	57	57
Total Shares:							57	57

Chesapeake Energy Corporation

Meeting Date: 04/13/2020 **Country:** USA **Primary Security ID:** 165167107 **Meeting ID:** 1410147
Record Date: 03/16/2020 **Meeting Type:** Special **Ticker:** CHK

Primary CUSIP: 165167107 **Primary ISIN:** US1651671075 **Primary SEDOL:** 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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Reverse Stock Split	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reverse stock split may enable the company to maintain listing of its common stock on the NYSE.</i>							
2	Reduce Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would limit the effective increase in the number of authorized shares, pursuant to the reverse stock split.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/26/2020	Auto-Approved	03/26/2020	1,008	1,008
Total Shares:							1,008	1,008

Fifth Third Bancorp

Meeting Date: 04/14/2020 **Country:** USA **Primary Security ID:** 316773100 **Meeting ID:** 1402858
Record Date: 02/21/2020 **Meeting Type:** Annual **Ticker:** FITB

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

Shares Voted: 421 **Votable Shares:** 421 ***Shares on Loan:** 0 **Shares Instructed:** 421

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

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

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

Fifth Third Bancorp

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

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

Fifth Third Bancorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. 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 Details									
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	03/23/2020	Auto-Approved	03/23/2020	421	421
Total Shares:								421	421

The Bank of New York Mellon Corporation

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Z. Cook	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Thomas P. "Todd" Gibbons	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Edmund F. "Ted" Kelly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Jennifer B. Morgan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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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 Instruction
1g	Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Samuel C. Scott, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Frederick O. Terrell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Alfred W. "AI" Zollar	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. However, continued monitoring of pay outcomes is warranted, in light of the considerable room for compensation committee discretion over total incentive award amounts and resulting payouts.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.37 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on Gender Pay Gap	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as adoption of this proposal should serve to further strengthen the company's existing diversity initiatives. Additionally, shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives.</i>							
5	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against
<i>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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/23/2020	Auto-Approved	03/23/2020	2,539	2,539
Total Shares:							2,539	2,539

Celanese Corporation

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

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

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

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 Instruction
1a	Elect Director Jean S. Blackwell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director William M. Brown	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Edward G. Galante	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Kathryn M. Hill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director David F. Hoffmeister	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jay V. Ihlenfeld	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Mark C. Rohr	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Kim K. W. Rucker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Lori J. Ryerkerk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director John K. Wulff	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.89 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, 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.</i>						

Ballot Details

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

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

Celanese Corporation

Total Shares: **938** **938**

IHS Markit Ltd.

Meeting Date: 04/16/2020 **Country:** Bermuda **Primary Security ID:** G47567105 **Meeting ID:** 1400394
Record Date: 02/20/2020 **Meeting Type:** Annual **Ticker:** INFO

Primary CUSIP: G47567105 **Primary ISIN:** BMG475671050 **Primary SEDOL:** BD0Q558 **Proxy Level:** N/A

Shares Voted: 234 **Votable Shares:** 234 ***Shares on Loan:** 0 **Shares Instructed:** 234

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lance Uggla	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director John Browne	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Ruann F. Ernst	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director William E. Ford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Jean-Paul L. Montupet	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Deborah K. Orida	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director James A. Rosenthal	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/18/2020	Auto-Approved	03/18/2020	234	234

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

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:** 0 **Shares Instructed:** 106

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Chambers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Eduardo E. Cordeiro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Adrienne D. Elsner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director J. Brian Ferguson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Ralph F. Hake	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Edward F. Lonergan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Maryann T. Mannen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director W. Howard Morris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Suzanne P. Nimocks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director John D. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.35 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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

Owens Corning

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted given that pay and performance are reasonably aligned at this time.									
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/01/2020	Auto-Approved	04/01/2020	106	106
Total Shares:							106	106	

PPG Industries, Inc.

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen F. Angel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Hugh Grant	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2.1	Elect Director Kathleen A. Ligocki	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							

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Reporting Period: 07/01/2019 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 Instruction
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>							
5	Reduce Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							
6	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 18.44 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/24/2020	Auto-Approved	03/24/2020	416	416
Total Shares:							416	416

Agilent Technologies, Inc.

Meeting Date: 04/17/2020	Country: USA	Primary Security ID: 00846U101	Meeting ID: 1393400
Record Date: 01/22/2020	Meeting Type: Annual	Ticker: A	
Primary CUSIP: 00846U101	Primary ISIN: US00846U1016	Primary SEDOL: 2520153	Proxy Level: 3
	Shares Voted: 238	Votable Shares: 238	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 238	

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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Susan H. Rataj	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director George A. Scangos	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Dow R. Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Agilent Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted regarding the structure of the LTI program, pay is reasonably aligned with performance for the year under review and a majority of incentives are tied to pre-set objectives. Thus, a vote FOR this proposal is warranted.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.08 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/24/2020	Auto-Approved	02/24/2020	238	238
Total Shares:							238	238

Stanley Black & Decker, Inc.

Meeting Date: 04/17/2020	Country: USA	Primary Security ID: 854502101	Meeting ID: 1402655
Record Date: 02/14/2020	Meeting Type: Annual	Ticker: SWK	
Primary CUSIP: 854502101	Primary ISIN: US8545021011	Primary SEDOL: B3Q2FJ4	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
1.1	Elect Director Andrea J. Ayers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director George W. Buckley	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Patrick D. Campbell	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Stanley Black & Decker, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Carlos M. Cardoso	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Robert B. Coutts	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Debra A. Crew	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Michael D. Hankin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director James M. Loree	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Irving Tan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>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.</i>						
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/23/2020	Auto-Approved	03/23/2020	135	135
Total Shares:							135	135

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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.

Meeting Date: 04/21/2020	Country: USA	Primary Security ID: 025537101	Meeting ID: 1406024
Record Date: 02/24/2020	Meeting Type: Annual	Ticker: AEP	
Primary CUSIP: 025537101	Primary ISIN: US0255371017	Primary SEDOL: 2026242	Proxy Level: 3
	Shares Voted: 113	Votable Shares: 113	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 113

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director David J. Anderson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director J. Barnie Beasley, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Ralph D. Crosby, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Art A. Garcia	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Linda A. Goodspeed	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Thomas E. Hoaglin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Sandra Beach Lin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Margaret M. McCarthy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Richard C. Notebaert	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Stephen S. Rasmussen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Oliver G. Richard, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Sara Martinez Tucker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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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.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 2.09 percent of the fees paid to the auditor are for non-audit purposes.								
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are 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
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/20/2020	Auto-Approved	03/22/2020	113	113
Total Shares:							113	113

Citigroup Inc.

Meeting Date: 04/21/2020	Country: USA	Primary Security ID: 172967424	Meeting ID: 1406053
Record Date: 02/24/2020	Meeting Type: Annual	Ticker: C	
Primary CUSIP: 172967424	Primary ISIN: US1729674242	Primary SEDOL: 2297907	Proxy Level: 3
Total Ballots: 1	Shares Voted: 4,671	Votable Shares: 4,671	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 4,671

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael L. Corbat	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Ellen M. Costello	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Grace E. Dailey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Barbara J. Desoer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director John C. Dugan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Duncan P. Hennes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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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	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Peter B. Henry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director S. Leslie Ireland	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Lew W. (Jay) Jacobs, IV	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Renee J. James	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Gary M. Reiner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Diana L. Taylor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director James S. Turley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1n	Elect Director Deborah C. Wright	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1o	Elect Director Alexander R. Wynaendts	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1p	Elect Director Ernesto Zedillo Ponce de Leon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. 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.</i>						

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Reporting Period: 07/01/2019 to 06/30/2020
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Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Amend Proxy Access Right	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20 shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i>							
6	Review on Governance Documents	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a board review of Citigroup's governance documents will enable investors to better understand the governance implications of Citigroup's commitment to the Business Roundtable's (BRT) Statement on the Purpose of a Corporation.</i>							
7	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related expenditures, trade association memberships, and management-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/01/2020	Auto-Approved	04/01/2020	4,671	4,671
Total Shares:							4,671	4,671

M&T Bank Corporation

Meeting Date: 04/21/2020	Country: USA	Primary Security ID: 55261F104	Meeting ID: 1404637
Record Date: 02/25/2020	Meeting Type: Annual	Ticker: MTB	
Primary CUSIP: 55261F104	Primary ISIN: US55261F1049	Primary SEDOL: 2340168	Proxy Level: 3
Shares Voted: 230		Votable Shares: 230	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 230

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
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Robert T. Brady	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director T. Jefferson Cunningham, III	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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M&T Bank Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Gary N. Geisel	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Richard S. Gold	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Richard A. Grossi	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director John D. Hawke, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Rene F. Jones	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Richard H. Ledgett, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director Newton P.S. Merrill	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director Kevin J. Pearson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.12	Elect Director Melinda R. Rich	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.13	Elect Director Robert E. Sadler, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.14	Elect Director Denis J. Salamone	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is non-independent and serves on a key committee. Less than 30% of the board is diverse.</i>						
1.15	Elect Director John R. Scannell	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.16	Elect Director David S. Scharfstein	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.17	Elect Director Herbert L. Washington	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are highlighted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						

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

M&T Bank Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 1.82 percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	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	03/22/2020	230	230
Total Shares:								230	230

Newmont Corporation

Meeting Date: 04/21/2020	Country: USA	Primary Security ID: 651639106	Meeting ID: 1404101
Record Date: 02/24/2020	Meeting Type: Annual	Ticker: NEM	
Primary CUSIP: 651639106	Primary ISIN: US6516391066	Primary SEDOL: 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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Bruce R. Brook	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director J. Kofi Bucknor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Maura Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Matthew Coon Come	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Noreen Doyle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Veronica M. Hagen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Jane Nelson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Thomas Palmer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Julio M. Quintana	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Aggregate target compensation to the new CEO is expected to be lower than his predecessor's pay and incentive programs remained majority performance-based. Moreover, pay and performance were reasonably aligned for the year in review.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 17.15 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

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

Meeting Date: 04/21/2020	Country: USA	Primary Security ID: 665859104	Meeting ID: 1405404
Record Date: 02/24/2020	Meeting Type: Annual	Ticker: NTRS	
Primary CUSIP: 665859104	Primary ISIN: US6658591044	Primary SEDOL: 2648668	Proxy Level: 3
Total Ballots: 2	Shares Voted: 1,215	Votable Shares: 1,215	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,215

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Walker Bynoe	Mgmt	Yes	For	For	Against	Against

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

Northern Trust Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Susan Crown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Dean M. Harrison	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Jay L. Henderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Marcy S. Klevorn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Siddharth N. "Bobby" Mehta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Michael G. O'Grady	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Jose Luis Prado	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Thomas E. Richards	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Martin P. Slark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director David H. B. Smith, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Donald Thompson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Charles A. Tribbett, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.44 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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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

Meeting Date: 04/21/2020	Country: USA	Primary Security ID: 693718108	Meeting ID: 1406061
Record Date: 02/25/2020	Meeting Type: Annual	Ticker: PCAR	
Primary CUSIP: 693718108	Primary ISIN: US6937181088	Primary SEDOL: 2665861	Proxy Level: 3
	Shares Voted: 269	Votable Shares: 269	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 269

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark C. Pigott	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.						
1.2	Elect Director Dame Alison J. Carnwath	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.						
1.3	Elect Director Franklin L. Feder	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 R. Preston Feight	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 Beth E. Ford	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.						
1.6	Elect Director Kirk S. Hachigian	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.						
1.7	Elect Director Roderick C. McGeary	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.						
1.8	Elect Director John M. Pigott	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.						
1.9	Elect Director Mark A. Schulz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.						

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

PACCAR Inc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Gregory M. E. Spierkel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.11	Elect Director Charles R. Williamson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Amend Certificate of Incorporation to Confirm Shareholders Right to Call Special Meetings	Mgmt	Yes	For	For	For	For
<i>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.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/24/2020	Auto-Approved	03/24/2020	269	269
Total Shares:							269	269

U.S. Bancorp

Meeting Date: 04/21/2020	Country: USA	Primary Security ID: 902973304	Meeting ID: 1405454
Record Date: 02/25/2020	Meeting Type: Annual	Ticker: USB	
Primary CUSIP: 902973304	Primary ISIN: US9029733048	Primary SEDOL: 2736035	Proxy Level: 3
Shares Voted: 2,067		Votable Shares: 2,067	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,067

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

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

U.S. Bancorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Elizabeth L. Buse	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Marc N. Casper	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Andrew Cecere	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Kimberly J. Harris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Roland A. Hernandez	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Olivia F. Kirtley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Karen S. Lynch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Richard P. McKenney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Yusuf I. Mehdi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director John P. Wiehoff	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Scott W. Wine	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.36 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While certain concerns are noted regarding partial STI disclosure and LTI vesting design, CEO pay and company performance are reasonably aligned for the year in review and both the short- and long-term programs remain majority performance-based. Moreover, in contrast to many other large U.S. financial institutions, the executive pay program minimizes committee discretion and utilizes preset goals and target payout opportunities.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

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	Country: USA	Primary Security ID: 963320106	Meeting ID: 1404070
Record Date: 02/24/2020	Meeting Type: Annual	Ticker: WHR	
Primary CUSIP: 963320106	Primary ISIN: US9633201069	Primary SEDOL: 2960384	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Marc R. Bitzer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Greg Creed	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Gary T. DiCamillo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Diane M. Dietz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Gerri T. Elliott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Jennifer A. LaClair	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director John D. Liu	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director James M. Loree	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Whirlpool Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Harish Manwani	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Patricia K. Poppe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Larry O. Spencer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Michael D. White	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.00 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/23/2020	Auto-Approved	03/23/2020	100	100
Total Shares:							100	100

AMN Healthcare Services, Inc.

Meeting Date: 04/22/2020	Country: USA	Primary Security ID: 001744101	Meeting ID: 1406051
Record Date: 02/24/2020	Meeting Type: Annual	Ticker: AMN	
Primary CUSIP: 001744101	Primary ISIN: US0017441017	Primary SEDOL: 2813552	Proxy Level: 4
Total Ballots: 1	Shares Voted: 2,478	Votable Shares: 2,478	*Shares on Loan: 0
	Voting Policy: UUA		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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

AMN Healthcare Services, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Teri G. Fontenot	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director R. Jeffrey Harris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Michael M.E. Johns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Daphne E. Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Martha H. Marsh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Susan R. Salka	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Douglas D. Wheat	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.71 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a reduction in the ownership threshold for shareholders to call special meetings would enhance shareholder rights.</i>							
5	Approve Reduction of Threshold to Call Special Meetings to 10% of Outstanding Shares	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it seeks to further empower investors by reducing the ownership threshold needed for shareholders to call a special meeting from 20 percent to 10 percent.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	03/31/2020	Auto-Approved	03/31/2020	2,478	2,478
Total Shares:							2,478	2,478

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

Bank of America Corporation

Meeting Date: 04/22/2020	Country: USA	Primary Security ID: 060505104	Meeting ID: 1404826
Record Date: 03/02/2020	Meeting Type: Annual	Ticker: 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
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 18,932

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Susan S. Bies	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Jack O. Bovender, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Frank P. Bramble, Sr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Pierre J.P. de Weck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Arnold W. Donald	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Linda P. Hudson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Monica C. Lozano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Thomas J. May	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Brian T. Moynihan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Denise L. Ramos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Clayton S. Rose	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director Michael D. White	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1o	Elect Director Thomas D. Woods	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1p	Elect Director R. David Yost	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1q	Elect Director Maria T. Zuber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. There are concerns raised by the executive pay program's reliance on compensation committee discretion to determine NEO total pay, notwithstanding that discretion is guided by performance assessments. Several of the financial performance factors highlighted by the committee in determining CEO pay are different from the accomplishments highlighted in the prior year, and the changes are not supported by a clear rationale. While the discretionary nature of the program warrants continued shareholder monitoring going forward, there are mitigating factors for the year in review. Most notably, the use of discretion has not resulted in a quantitative pay-for-performance misalignment for the year in review. Finally, the majority of long-term equity incentives, which make up the bulk of CEO pay, carry multi-year performance criteria with clearly-disclosed forward-looking growth goals. Shareholders are advised to monitor the company's incentive pay structure, particularly should CEO pay and company performance become misaligned going forward.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.60 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Amend Proxy Access Right	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i>						
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
6	Report on Gender Pay Gap	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's existing diversity and inclusion initiatives.</i>						
7	Review of Statement of the Purpose of a Corporation and Report on Recommended Changes to Governance Documents, Policies, and Practices	SH	Yes	Against	Against	For	For
	<i>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.</i>						

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

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

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

Cigna Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director William L. Roper	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Eric C. Wiseman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director Donna F. Zarcone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>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.</i>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as 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.</i>							
5	Report on Gender Pay Gap	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/30/2020	Auto-Approved	03/30/2020	103	103
Total Shares:							103	103

Lincoln Electric Holdings, Inc.

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

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

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

Lincoln Electric Holdings, Inc.

Shares Voted: 235 **Votable Shares:** 235 ***Shares on Loan:** 0 **Shares Instructed:** 235
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Curtis E. Espeland	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director Patrick P. Goris	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director Stephen G. Hanks	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director Michael F. Hilton	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director G. Russell Lincoln	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Kathryn Jo Lincoln	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director William E. MacDonald, III	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Christopher L. Mapes	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Phillip J. Mason	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director Ben P. Patel	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director Hellene S. Runtagh	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.50 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

Ballot Details

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

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

Lincoln Electric Holdings, Inc.

Total Shares: 235 235

Regions Financial Corporation

Meeting Date: 04/22/2020 **Country:** USA **Primary Security ID:** 7591EP100 **Meeting ID:** 1404096
Record Date: 02/24/2020 **Meeting Type:** Annual **Ticker:** RF

Primary CUSIP: 7591EP100 **Primary ISIN:** US7591EP1005 **Primary 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 Instruction
1a	Elect Director Carolyn H. Byrd	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Don DeFosset	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Samuel A. Di Piazza, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Zhanna Golodryga	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director John D. Johns	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Ruth Ann Marshall	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Charles D. McCrary	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director James T. Prokopanko	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Lee J. Styslinger, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Jose S. Suquet	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director John M. Turner, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Regions Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Timothy Vines	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 14.71 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Although there was a significant year-over-year increase in CEO pay, this was primarily reflective of the CEO's first full year in the role following his appointment in July 2018. Additionally, the STI and LTI programs are both primarily based on pre-set objective measures.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/26/2020	Auto-Approved	03/26/2020	768	768
Total Shares:							768	768

Signature Bank

Meeting Date: 04/22/2020	Country: USA	Primary Security ID: 82669G104	Meeting ID: 1407773
Record Date: 03/03/2020	Meeting Type: Annual	Ticker: SBNY	
Primary CUSIP: 82669G104	Primary ISIN: US82669G1040	Primary SEDOL: B00JQL9	Proxy Level: 4
Total Ballots: 1	Shares Voted: 147	Votable Shares: 147	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 147

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph J. DePaolo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Barney Frank	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Scott A. Shay	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 14.44 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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

Signature Bank

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The compensation committee has demonstrated adequate responsiveness to the failed say-on-pay vote by engaging with shareholders, providing extensive disclosure of shareholder feedback, and implementing positive changes to the pay program. While pay and performance were misaligned for the year in review, this concern is mitigated by a number of factors, including pay program changes made for 2019 and scheduled for FY2020. Among others, the changes included reducing award opportunities under the annual and long-term incentive programs, increasing goal rigor, and implementing multi-year performance periods for equity awards.</i>							
4	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	For
<i>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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/07/2020	Auto-Approved	04/07/2020	147	147
Total Shares:							147	147

Spirit AeroSystems Holdings, Inc.

Meeting Date: 04/22/2020	Country: USA	Primary Security ID: 848574109	Meeting ID: 1409917
Record Date: 02/24/2020	Meeting Type: Annual	Ticker: SPR	
Primary CUSIP: 848574109	Primary ISIN: US8485741099	Primary SEDOL: B1HMM57	Proxy Level: 3
	Shares Voted: 336	Votable Shares: 336	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 336	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen A. Cambone	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Charles L. Chadwell	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1c	Elect Director Irene M. Esteves	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1d	Elect Director Paul E. Fulchino	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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

Spirit AeroSystems Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Thomas C. Gentile, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1f	Elect Director Richard A. Gephardt	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1g	Elect Director Robert D. Johnson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1h	Elect Director Ronald T. Kadish	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1i	Elect Director John L. Plueger	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1j	Elect Director Laura H. Wright	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.39 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as requiring shareholder ratification of any governing document amendment adopted by the board, even those for administrative purposes, would be overly burdensome. In addition, shareholders have effective recourse to modify any bylaws and articles adopted by the board, if necessary.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/30/2020	Auto-Approved	03/30/2020	336	336
Total Shares:							336	336

Synovus Financial Corp.

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

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

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 Instruction
1A	Elect Director Tim E. Bentsen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1B	Elect Director F. Dixon Brooke, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1C	Elect Director Stephen T. Butler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1D	Elect Director Elizabeth W. Camp	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1E	Elect Director Diana M. Murphy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1F	Elect Director Harris Pastides	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1G	Elect Director Joseph J. Prochaska, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1H	Elect Director John L. Stallworth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1I	Elect Director Kessel D. Stelling	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1J	Elect Director Barry L. Storey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1K	Elect Director Teresa White	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Amend Articles of Incorporation to Eliminate 10-1 Voting Provisions	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the elimination of provisions providing superior voting power for certain shareholders</i>						
3	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirements would represent an improvement in shareholders' rights.</i>						

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

Synovus Financial Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year		
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.									
6	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 4.99 percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	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	533	533
Total Shares:								533	533

Teledyne Technologies Incorporated

Meeting Date: 04/22/2020	Country: USA	Primary Security ID: 879360105	Meeting ID: 1405378
Record Date: 03/02/2020	Meeting Type: Annual	Ticker: TDY	
Primary CUSIP: 879360105	Primary ISIN: US8793601050	Primary SEDOL: 2503477	Proxy Level: 3
	Shares Voted: 359	Votable Shares: 359	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 359	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roxanne S. Austin	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Kenneth C. Dahlberg	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.3	Elect Director Robert A. Malone	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>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.</i>							

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

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 Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	03/25/2020	Auto-Approved	03/25/2020	359	359
Total Shares:								359	359

The Coca-Cola Company

Meeting Date: 04/22/2020	Country: USA	Primary Security ID: 191216100	Meeting ID: 1403392
Record Date: 02/24/2020	Meeting Type: Annual	Ticker: KO	
Primary CUSIP: 191216100	Primary ISIN: US1912161007	Primary SEDOL: 2206657	Proxy Level: 3
Total Ballots: 1	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herbert A. Allen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Marc Bolland	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Ana Botin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Christopher C. Davis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Barry Diller	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Helene D. Gayle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Alexis M. Herman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Robert A. Kotick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director James Quincey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Caroline J. Tsay	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director David B. Weinberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
3	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 17.10 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on the Health Impacts and Risks of Sugar in the Company's Products	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from increased understanding of the use of sugar in the company's products and the connection to potential health impacts for consumers and the public.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/07/2020	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
Record Date: 02/27/2020	Meeting Type: Annual	Ticker: SHW	
Primary CUSIP: 824348106	Primary ISIN: US8243481061	Primary SEDOL: 2804211	Proxy Level: 3

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

The Sherwin-Williams Company

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 Kerri B. Anderson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Arthur F. Anton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Jeff M. Fetting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Richard J. Kramer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Susan J. Kropf	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director John G. Morikis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Christine A. Poon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Michael H. Thaman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Matthew Thornton, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Steven H. Wunning	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 23.90 percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/26/2020	Auto-Approved	03/26/2020	100	100
Total Shares:							100	100

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

The Sherwin-Williams Company

Universal Forest Products, Inc.

Meeting Date: 04/22/2020	Country: USA	Primary Security ID: 913543104	Meeting ID: 1406867
Record Date: 02/25/2020	Meeting Type: Annual	Ticker: UFPI	
Primary CUSIP: 913543104	Primary ISIN: US9135431040	Primary SEDOL: 2906496	Proxy Level: 3
	Shares Voted: 3,740	Votable Shares: 3,740	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,740

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
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Mary E. Tuuk	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1c	Elect Director Michael G. Wooldridge	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Change Company Name to UFP Industries, Inc.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: UUA will vote AGAINST proposals to change the company name.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.02 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	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	Meeting ID: 1404851
Record Date: 02/24/2020	Meeting Type: Annual	Ticker: APTV	
Primary CUSIP: G6095L109	Primary ISIN: JE00B783TY65	Primary SEDOL: B783TY6	Proxy Level: N/A

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

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
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Elect Director Nancy E. Cooper	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
3	Elect Director Nicholas M. Donofrio	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
4	Elect Director Rajiv L. Gupta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5	Elect Director Joseph L. Hooley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
6	Elect Director Sean O. Mahoney	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
7	Elect Director Paul M. Meister	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
8	Elect Director Robert K. Ortberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
9	Elect Director Colin J. Parris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
10	Elect Director Ana G. Pinczuk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
11	Elect Director Lawrence A. Zimmerman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
12	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.67 percent of the fees paid to the auditor are for non-audit purposes.</i>						
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						

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

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	Country: USA	Primary Security ID: 053611109	Meeting ID: 1403880
Record Date: 02/24/2020	Meeting Type: Annual	Ticker: AVY	
Primary CUSIP: 053611109	Primary ISIN: US0536111091	Primary SEDOL: 2066408	Proxy Level: 3
	Shares Voted: 9	Votable Shares: 9	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 9

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradley A. Alford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Anthony K. Anderson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Peter K. Barker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Mark J. Barrenechea	Mgmt	Yes	For	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 Mitchell R. Butier	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Ken C. Hicks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Andres A. Lopez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Julia A. Stewart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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

Avery Dennison Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1j	Elect Director Martha N. Sullivan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
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 PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 17.85 percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	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
Total Shares:								9	9

Edison International

Meeting Date: 04/23/2020	Country: USA	Primary Security ID: 281020107	Meeting ID: 1407742
Record Date: 02/25/2020	Meeting Type: Annual	Ticker: EIX	
Primary CUSIP: 281020107	Primary ISIN: US2810201077	Primary SEDOL: 2829515	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,051	Votable Shares: 1,051	*Shares on Loan: 0
	Voting Policy: UUA		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
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Michael C. Camunez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Vanessa C.L. Chang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director James T. Morris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Timothy T. O'Toole	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Edison International

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Pedro J. Pizarro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Carey A. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Linda G. Stuntz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director William P. Sullivan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Peter J. Taylor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Keith Trent	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.36 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance remain reasonably aligned.</i>							
4	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as requiring a shareholder vote on 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/24/2020	Auto-Approved	03/24/2020	1,051	1,051
Total Shares:							1,051	1,051

Healthpeak Properties, Inc.

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

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

Healthpeak Properties, Inc.

Shares Voted: 869 **Votable Shares:** 869 ***Shares on Loan:** 0 **Shares Instructed:** 869
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian G. Cartwright	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Christine N. Garvey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director R. Kent Griffin, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director David B. Henry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Thomas M. Herzog	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Lydia H. Kennard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Sara G. Lewis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Katherine M. Sandstrom	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Executive compensation and company performance are reasonably aligned at this time.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 21.10 percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/26/2020	Auto-Approved	03/26/2020	869	869
Total Shares:							869	869

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

Humana Inc.

Meeting Date: 04/23/2020	Country: USA	Primary Security ID: 444859102	Meeting ID: 1402654
Record Date: 02/24/2020	Meeting Type: Annual	Ticker: HUM	
Primary CUSIP: 444859102	Primary ISIN: US4448591028	Primary SEDOL: 2445063	Proxy Level: 3
	Shares Voted: 12	Votable Shares: 12	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 12

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kurt J. Hilzinger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Frank J. Bisignano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Bruce D. Broussard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Frank A. D'Amelio	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director W. Roy Dunbar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Wayne A.I. Frederick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director John W. Garratt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director David A. Jones, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Karen W. Katz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director William J. McDonald	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director James J. O'Brien	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Marissa T. Peterson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>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.</i>						

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

Humana Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are 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	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	Primary Security ID: 45688C107	Meeting ID: 1404810
Record Date: 02/24/2020	Meeting Type: Annual	Ticker: NGVT	
Primary CUSIP: 45688C107	Primary ISIN: US45688C1071	Primary SEDOL: BD4LHG4	Proxy Level: 3
Shares Voted: 1,614	Votable Shares: 1,614	*Shares on Loan: 0	Shares Instructed: 1,614
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean S. Blackwell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Luis Fernandez-Moreno	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director J. Michael Fitzpatrick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Diane H. Gulyas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Richard B. Kelson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Frederick J. Lynch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Karen G. Narwold	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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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 Instruction
1h	Elect Director Daniel F. Sansone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.07 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment 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	Primary Security ID: 45841N107	Meeting ID: 1406068
Record Date: 02/27/2020	Meeting Type: Annual	Ticker: IBKR	
Primary CUSIP: 45841N107	Primary ISIN: US45841N1072	Primary SEDOL: B1WT4X2	Proxy Level: 1
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Thomas Peterffy	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Votes AGAINST compensation committee members Thomas Peterffy and Earl Nemser are warranted due to an unmitigated pay-for-performance misalignment in the executive pay program. 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. The nominee is non-independent and sits on a key committee.</i>							
1B	Elect Director Earl H. Nemser	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Votes AGAINST compensation committee members Thomas Peterffy and Earl Nemser are warranted due to an unmitigated pay-for-performance misalignment in the executive pay program. 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. The nominee is non-independent and sits on a key committee.</i>							
1C	Elect Director Milan Galik	Mgmt	Yes	For	Against	Against	Against
<i>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.</i>							

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

Interactive Brokers Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1D	Elect Director Paul J. Brody	Mgmt	Yes	For	Against	Against	Against
	<i>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.</i>						
1E	Elect Director Lawrence E. Harris	Mgmt	Yes	For	For	Against	Against
	<i>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.</i>						
1F	Elect Director Gary Katz	Mgmt	Yes	For	For	Against	Against
	<i>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.</i>						
1G	Elect Director John M. Damgard	Mgmt	Yes	For	For	Against	Against
	<i>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.</i>						
1H	Elect Director Philip Uhde	Mgmt	Yes	For	For	Against	Against
	<i>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.</i>						
1I	Elect Director William Peterffy	Mgmt	Yes	For	Against	Against	Against
	<i>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.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.81 percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/08/2020	Auto-Approved	04/08/2020	100	100
Total Shares:							100	100

Intuitive Surgical, Inc.

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

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

Intuitive Surgical, Inc.

Total Ballots: 1		Shares Voted: 9	Votable Shares: 9			*Shares on Loan: 0	Shares Instructed: 9
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Joseph C. Beery	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Gary S. Guthart	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Amal M. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Don R. Kania	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Amy L. Ladd	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Keith R. Leonard, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Alan J. Levy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Jami Dover Nachtsheim	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Mark J. Rubash	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that pay and performance are reasonably aligned for the year under review. Shareholders should continue to monitor the company's pay program given the lack of performance-based equity awards.						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 7.25 percent of the fees paid to the auditor are for non-audit purposes.						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s):- The plan cost is excessive- The disclosure of change-in-control ("CIC") vesting treatment is incomplete- The plan allows broad discretion to accelerate vesting						

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

Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
5	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that the elimination of supermajority vote requirements enhances shareholder rights.									
6	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as the company currently does not provide shareholders with the ability to call special meetings, and this would represent an enhancement to shareholder's rights.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	03/24/2020	Auto-Approved	03/24/2020	9	9
Total Shares:								9	9

NewMarket Corporation

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

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
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Mark M. Gambill	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director Bruce C. Gottwald	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director Thomas E. Gottwald	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.5	Elect Director Patrick D. Hanley	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.6	Elect Director H. Hiter Harris, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2019 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 Instruction
1.7	Elect Director James E. Rogers	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 24.72 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/23/2020	Auto-Approved	03/24/2020	400	400
Total Shares:							400	400

Pfizer Inc.

Meeting Date: 04/23/2020	Country: USA	Primary Security ID: 717081103	Meeting ID: 1407747
Record Date: 02/25/2020	Meeting Type: Annual	Ticker: PFE	
Primary CUSIP: 717081103	Primary ISIN: US7170811035	Primary SEDOL: 2684703	Proxy Level: 3
	Shares Voted: 12,730	Votable Shares: 12,730	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 12,730	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Albert Bourla	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director W. Don Cornwell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Scott Gottlieb	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Helen H. Hobbs	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Susan Hockfield	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director James M. Kilts	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Dan R. Littman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Shantanu Narayen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director James Quincey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director James C. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.69 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that CEO pay and company performance are aligned for the year under review.</i>						
4	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's existing governance provisions provide an effective counterbalance to the absence of a right to act by written consent.</i>						
5	Amend Proxy Access Right	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20 shareholder aggregation limit and the proposed increase in nomination limit to 25 percent of the board would improve the company's existing proxy access right for shareholders.</i>						

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

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
6	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure of the company's lobbying-related oversight mechanisms and trade association payments would help shareholders better assess the risks and benefits association with the company's participation in the public policy process.								
7	Require Independent Board Chair	SH	Yes	Against	Against	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.								
8	Report on Gender Pay Gap	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more information to measure the progress of the company's diversity and inclusion initiatives.								
9	Elect Director Susan Desmond-Hellmann	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	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	Primary Security ID: 833034101	Meeting ID: 1405834
Record Date: 02/24/2020	Meeting Type: Annual	Ticker: SNA	
Primary CUSIP: 833034101	Primary ISIN: US8330341012	Primary SEDOL: 2818740	Proxy Level: 3
	Shares Voted: 256	Votable Shares: 256	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 256

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

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

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
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Nathan J. Jones	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.6	Elect Director Henry W. Kneuppel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director W. Dudley Lehman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Gregg M. Sherrill	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director Donald J. Stebbins	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 30.78 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay 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.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Sent	Auto-Instructed	03/27/2020	Auto-Approved	03/27/2020	256	256
Total Shares:							256	256

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

Texas Instruments Incorporated

Meeting Date: 04/23/2020	Country: USA	Primary Security ID: 882508104	Meeting ID: 1405290
Record Date: 02/24/2020	Meeting Type: Annual	Ticker: TXN	
Primary CUSIP: 882508104	Primary ISIN: US8825081040	Primary SEDOL: 2885409	Proxy Level: 3
	Shares Voted: 4,270	Votable Shares: 4,270	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,270

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Todd M. Bluedorn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Janet F. Clark	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Carrie S. Cox	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Martin S. Craighead	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jean M. Hobby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Michael D. Hsu	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Ronald Kirk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Pamela H. Patsley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Robert E. Sanchez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Richard k. Templeton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Despite the compensation program's discretionary components and lack of performance conditions for equity grants, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

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

Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 12.59 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
Sands Capital Mgmt, 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	Country: USA	Primary Security ID: 00130H105	Meeting ID: 1404352
Record Date: 03/03/2020	Meeting Type: Annual	Ticker: AES	
Primary CUSIP: 00130H105	Primary ISIN: US00130H1059	Primary SEDOL: 2002479	Proxy Level: 3
	Shares Voted: 1,547	Votable Shares: 1,547	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,547

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janet G. Davidson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Andres R. Gluski	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Tarun Khanna	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Holly K. Koepfel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Julia M. Laulis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director James H. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Alain Monie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

The AES Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director John B. Morse, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Moises Naim	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Jeffrey W. Ubben	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Require Shareholder Approval of Bylaw and Charter Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as requiring shareholder ratification of any governing document amendment adopted by the board, even those for administrative purposes, would be overly burdensome. In addition, shareholders have effective recourse to modify any bylaws and articles adopted by the board, if necessary.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/02/2020	Auto-Approved	04/02/2020	1,547	1,547
Total Shares:							1,547	1,547

Abbott Laboratories

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

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

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

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Roxanne S. Austin	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Sally E. Blount	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Robert B. Ford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Michelle A. Kumbier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Edward M. Liddy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Darren W. McDew	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Nancy McKinstry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Phebe N. Novakovic	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director William A. Osborn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Daniel J. Starks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director John G. Stratton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Glenn F. Tilton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.14	Elect Director Miles D. White	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 21.43 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned for the year under review.</i>						

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

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's indirect lobbying-related oversight mechanisms, along with its trade association payments, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							
5	Increase Disclosure of Compensation Adjustments	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company discloses the adjustments made to performance metrics from GAAP, and the committee's reasoning for using each adjusted metric, a line-by-line reconciliation of adjustments and explanations regarding them would provide greater transparency around each adjustment and the underlying rationale, which would benefit shareholders.</i>							
6	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against
<i>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.</i>							
7	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblum Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/01/2020	Auto-Approved	04/01/2020	2,983	2,983
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/01/2020	Auto-Approved	04/01/2020	100	100
Total Shares:							3,083	3,083

AT&T Inc.

Meeting Date: 04/24/2020	Country: USA	Primary Security ID: 00206R102	Meeting ID: 1406052
Record Date: 02/26/2020	Meeting Type: Annual	Ticker: T	
Primary CUSIP: 00206R102	Primary ISIN: US00206R1023	Primary SEDOL: 2831811	Proxy Level: 4
Shares Voted: 12,631		Votable Shares: 12,631	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 12,631

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

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

AT&T Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Samuel A. Di Piazza, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Richard W. Fisher	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Scott T. Ford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Glenn H. Hutchins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director William E. Kennard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Debra L. Lee	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Stephen J. Luczo	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Michael B. McCallister	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Beth E. Mooney	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Matthew K. Rose	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Cynthia B. Taylor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Geoffrey Y. Yang	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 14.16 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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

AT&T Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. There are concerns raised by the increasing magnitude of CEO target and maximum pay opportunities that have resulted in significant awards even when paid below target. However, the pay programs are significantly performance based -- the majority of equity incentives carry multi-year performance criteria, and the STI program paid out below target against rigorous financial goals. Further, most one-time awards were predominantly performance-based. Nevertheless, investors should closely monitor escalating pay opportunities going forward.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
5	Approve Nomination of Employee Representative Director	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company's existing board framework seems to be adequate to allow for robust oversight of issues related to its employees. The company has sufficiently addressed employees' concerns concurrent to preserving shareholder value.</i>							
6	Improve Guiding Principles of Executive Compensation	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. Inclusion of CEO pay ratio reduction as a guiding principle of executive compensation could allow for more informed and contextual assessments by investors as to whether the company's executive compensation practices are reasonable and fair and aligned with shareholders' long-term interests.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/09/2020	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	Country: USA	Primary Security ID: 15189T107	Meeting ID: 1407739
Record Date: 02/28/2020	Meeting Type: Annual	Ticker: CNP	
Primary CUSIP: 15189T107	Primary ISIN: US15189T1079	Primary SEDOL: 2440637	Proxy Level: 3
Shares Voted: 1,937		Votable Shares: 1,937	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

CenterPoint Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Milton Carroll	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Scott J. McLean	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Martin H. Nesbitt	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Theodore F. Pound	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Susan O. Rheney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Phillip R. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director John W. Somerhalder, II	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.68 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>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.</i>							
4	Amend Non-Employee Director Restricted Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The shareholder value transfer appears to be within a reasonable range; and- The equity burn rate is reasonable.</i>							

Ballot Details

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

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

First Horizon National Corporation

Meeting Date: 04/24/2020	Country: USA	Primary Security ID: 320517105	Meeting ID: 1409623
Record Date: 02/24/2020	Meeting Type: Special	Ticker: FHN	
Primary CUSIP: 320517105	Primary ISIN: US3205171057	Primary SEDOL: 2341484	Proxy Level: 5
	Shares Voted: 2,404	Votable Shares: 2,404	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,404

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Support FOR the merger is warranted in light of the strategic rationale and anticipated synergies.</i>							
2	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed increase in the number of authorized shares is within the allowable threshold and is a condition to the closing of the merger, which warrants support.</i>							
3	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Cash severance is double trigger and reasonably based. In addition, outstanding time- and performance-based equity awards are subject to double-trigger vesting.</i>							
4	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/10/2020	Auto-Approved	04/10/2020	2,404	2,404
Total Shares:							2,404	2,404

Graco Inc.

Meeting Date: 04/24/2020	Country: USA	Primary Security ID: 384109104	Meeting ID: 1405840
Record Date: 02/24/2020	Meeting Type: Annual	Ticker: GGG	
Primary CUSIP: 384109104	Primary ISIN: US3841091040	Primary SEDOL: 2380443	Proxy Level: 3
	Shares Voted: 96	Votable Shares: 96	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 96

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick J. McHale	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1b	Elect Director Lee R. Mitau	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							

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

Graco Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1c	Elect Director Martha A. Morfitt	Mgmt	Yes	For	For	Against	Against	
Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.								
1d	Elect Director Kevin J. Wheeler	Mgmt	Yes	For	For	Against	Against	
Voting Policy Rationale: The board does not include at least one minority director.								
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 18.45 percent of the fees paid to the auditor are for non-audit purposes.								
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Although there are multiple concerns noted with respect to the executive pay program, 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	03/23/2020	Auto-Approved	03/25/2020	96	96
Total Shares:							96	96

Kellogg Company

Meeting Date: 04/24/2020	Country: USA	Primary Security ID: 487836108	Meeting ID: 1405372
Record Date: 02/28/2020	Meeting Type: Annual	Ticker: K	
Primary CUSIP: 487836108	Primary ISIN: US4878361082	Primary SEDOL: 2486813	Proxy Level: 3
Shares Voted: 426		Votable Shares: 426	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 426

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

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

Kellogg Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.41 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and number of shares reserved is reasonable, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
5	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>							
6	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/23/2020	Auto-Approved	03/25/2020	426	426
Total Shares:							426	426

Crane Co.

Meeting Date: 04/27/2020	Country: USA	Primary Security ID: 224399105	Meeting ID: 1407930
Record Date: 02/28/2020	Meeting Type: Annual	Ticker: CR	
Primary CUSIP: 224399105	Primary ISIN: US2243991054	Primary SEDOL: 2231897	Proxy Level: 3
Shares Voted: 1,348	Votable Shares: 1,348	*Shares on Loan: 0	Shares Instructed: 1,348
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 Martin R. Benante	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Donald G. Cook	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Crane Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Michael Dinkins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Ronald C. Lindsay	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Ellen McClain	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Charles G. McClure, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Max H. Mitchell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Jennifer M. Pollino	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director James L. L. Tullis	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.24 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	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	Meeting ID: 1406725
Record Date: 02/28/2020	Meeting Type: Annual	Ticker: HON	
Primary CUSIP: 438516106	Primary ISIN: US4385161066	Primary SEDOL: 2020459	Proxy Level: 3

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

Honeywell International Inc.

Shares Voted: 2,790 **Votable Shares:** 2,790 ***Shares on Loan:** 0 **Shares Instructed:** 2,790
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Darius Adamczyk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1B	Elect Director Duncan B. Angove	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1C	Elect Director William S. Ayer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1D	Elect Director Kevin Burke	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1E	Elect Director D. Scott Davis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1F	Elect Director Linnet F. Deilly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1G	Elect Director Deborah Flint	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1H	Elect Director Judd Gregg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1I	Elect Director Clive Hollick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1J	Elect Director Grace D. Lieblein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1K	Elect Director Raymond T. Odierno	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1L	Elect Director George Paz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1M	Elect Director Robin L. Washington	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						

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

Honeywell International Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
4	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against
<i>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.</i>							
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure of the company's 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/07/2020	Auto-Approved	04/07/2020	2,790	2,790
Total Shares:							2,790	2,790

Raytheon Technologies Corporation

Meeting Date: 04/27/2020	Country: USA	Primary Security ID: 75513E101	Meeting ID: 1407589
Record Date: 03/03/2020	Meeting Type: Annual	Ticker: RTX	
Primary CUSIP: 75513E101	Primary ISIN: US75513E1010	Primary SEDOL: BM5MSY3	Proxy Level: 3
	Shares Voted: 1,915	Votable Shares: 1,915	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,915	

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

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

Raytheon Technologies Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Margaret L. O'Sullivan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Denise L. Ramos	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Fredric G. Reynolds	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Brian C. Rogers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 23.24 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Adopt Simple Majority Vote	SH	Yes	None	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>							
5	Report on Plant Closures	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that that the creation of a committee established to review the impacts of plant closings as requested, would serve to further strengthen United Technologies' currently existing oversight mechanisms. In addition, the proposal is non-binding and simply asks the board to consider creating a representational committee to further evaluate the impacts of company operations in local communities.</i>							

Ballot Details

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

Seaboard Corporation

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

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

Seaboard Corporation

Shares Voted: 14 **Votable Shares:** 14 ***Shares on Loan:** 0 **Shares Instructed:** 14
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven J. Bresky	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Steven Bresky and Paul Squires due to the company's lack of formal compensation and nominating committees. The board does not include at least one woman director.</i>						
1.2	Elect Director David A. Adamsen	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one woman director.</i>						
1.3	Elect Director Douglas W. Baena	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one woman director.</i>						
1.4	Elect Director Paul M. Squires	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Steven Bresky and Paul Squires due to the company's lack of formal compensation and nominating committees. The board does not include at least one woman director.</i>						
1.5	Elect Director Edward I. Shifman, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one woman director.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.90 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Require a Majority Vote for the Election of Directors	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/23/2020	Auto-Approved	03/26/2020	14	14
Total Shares:							14	14

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

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

Charter Communications, Inc.

Meeting Date: 04/28/2020	Country: USA	Primary Security ID: 16119P108	Meeting ID: 1409616
Record Date: 02/28/2020	Meeting Type: Annual	Ticker: CHTR	
Primary CUSIP: 16119P108	Primary ISIN: US16119P1084	Primary SEDOL: BZ6VT82	Proxy Level: 3
Total Ballots: 1	Shares Voted: 74 Voting Policy: UUA	Votable Shares: 74	*Shares on Loan: 0 Shares Instructed: 74

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Lance Conn	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director Kim C. Goodman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Craig A. Jacobson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1d	Elect Director Gregory B. Maffei	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director John D. Markley, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director David C. Merritt	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director James E. Meyer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Steven A. Miron	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee.</i>						
1i	Elect Director Balan Nair	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director Michael A. Newhouse	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director Mauricio Ramos	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1l	Elect Director Thomas M. Rutledge	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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

Charter Communications, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1m	Elect Director Eric L. Zinterhofer	Mgmt	Yes	For	For	Against	Against	
Voting Policy Rationale: Less than 30% of the board is diverse.								
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Although concerns are noted, support FOR this proposal is warranted as pay and performance are reasonable aligned at this time.								
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 19.61 percent of the fees paid to the auditor are for non-audit purposes.								
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 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	Country: USA	Primary Security ID: 200340107	Meeting ID: 1408653
Record Date: 02/28/2020	Meeting Type: Annual	Ticker: CMA	
Primary CUSIP: 200340107	Primary ISIN: US2003401070	Primary SEDOL: 2212870	Proxy Level: 3
	Shares Voted: 307	Votable Shares: 307	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 307	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael E. Collins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Roger A. Cregg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director T. Kevin DeNicola	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Curtis C. Farmer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Comerica Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Jacqueline P. Kane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Richard G. Lindner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Barbara R. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Robert S. Taubman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Reginald M. Turner, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Nina G. Vaca	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Michael G. Van de Ven	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.81 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	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
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: CTVA	
Primary CUSIP: 22052L104	Primary ISIN: US22052L1044	Primary SEDOL: BK73B42	Proxy Level: 3

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

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

Corteva, Inc.

Total Ballots: 1		Shares Voted: 57	Votable Shares: 57		*Shares on Loan: 0		Shares Instructed: 57
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lamberto Andreotti	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Robert A. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director James C. Collins, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Klaus A. Engel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Michael O. Johanns	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Lois D. Juliber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Rebecca B. Liebert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Marcos M. Lutz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Nayaki Nayyar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	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.						
1k	Elect Director Lee M. Thomas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Patrick J. Ward	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time.						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.						

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

Corteva, Inc.

Proposal Number	Proposal Text	Proponent	Voting Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.								
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/30/2020	Auto-Approved	03/30/2020	57	57
Total Shares:							57	57

Exelon Corporation

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

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

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

Exelon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Nicholas DeBenedictis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Linda P. Jojo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Paul Joskow	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Robert J. Lawless	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director John Richardson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Mayo Shattuck, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director John F. Young	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>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.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/01/2020	Auto-Approved	04/01/2020	160	160
Total Shares:							160	160

First Horizon National Corporation

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

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

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 Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth A. Burdick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director John C. Compton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Wendy P. Davidson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Mark A. Emkes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Corydon J. Gilchrist	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director D. Bryan Jordan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Vicki R. Palmer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Colin V. Reed	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Cecelia D. Stewart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Rajesh Subramaniam	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director R. Eugene Taylor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Luke Yancy, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Annual incentives are predominantly tied to objective performance measures, and the proportion of performance-based equity increased in FY19.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						

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

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

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

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

FMC Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director William H. Powell	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1k	Elect Director Vincent R. Volpe, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.86 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concerns are noted, pay and performance are reasonably aligned for the year in review.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/06/2020	Auto-Approved	04/06/2020	470	470
Total Shares:							470	470

International Business Machines Corporation

Meeting Date: 04/28/2020	Country: USA	Primary Security ID: 459200101	Meeting ID: 1404857
Record Date: 02/28/2020	Meeting Type: Annual	Ticker: IBM	
Primary CUSIP: 459200101	Primary ISIN: US4592001014	Primary SEDOL: 2005973	Proxy Level: 4
Total Ballots: 1	Shares Voted: 131	Votable Shares: 131	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 131

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

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Reporting Period: 07/01/2019 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 Instruction
1.5	Elect Director Michelle J. Howard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Arvind Krishna	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Andrew N. Liveris	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Frederick William McNabb, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Martha E. Pollack	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director Virginia M. Rometty	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director Joseph R. Swedish	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.12	Elect Director Sidney Taurel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.13	Elect Director Peter R. Voser	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.14	Elect Director Frederick H. Waddell	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.84 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review.</i>						
4	Amend Governing Documents to allow Removal of Directors	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to remove directors with or without cause would enhance shareholder rights.</i>						
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						

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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 Instruction		
6	Require Independent Board Chairman	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/03/2020	Auto-Approved	04/03/2020	131	131
Total Shares:							131	131	

Lazard Ltd

Meeting Date: 04/28/2020	Country: Bermuda	Primary Security ID: G54050102	Meeting ID: 1406908
Record Date: 03/03/2020	Meeting Type: Annual	Ticker: LAZ	
Primary CUSIP: G54050102	Primary ISIN: BMG540501027	Primary SEDOL: 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 Instruction
1.1	Elect Director Kenneth M. Jacobs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Michelle Jarrard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Iris Knobloch	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Philip A. Laskawy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: 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.</i>							

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

Lazard Ltd

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 4.23 percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	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	949	949
Total Shares:								949	949

Noble Energy, Inc.

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

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

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

Noble Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director William T. Van Kleef	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1i	Elect Director Martha B. Wyrsh	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	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	Country: USA	Primary Security ID: 749660106	Meeting ID: 1408742
Record Date: 02/28/2020	Meeting Type: Annual	Ticker: RES	
Primary CUSIP: 749660106	Primary ISIN: US7496601060	Primary SEDOL: 2719456	Proxy Level: 3
Shares Voted: 1,408		Votable Shares: 1,408	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,408

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director R. Randall Rollins	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Henry B. Tippie	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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

RPC, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.3	Elect Director James B. Williams	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.									
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline 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

The Chemours Company

Meeting Date: 04/28/2020	Country: USA	Primary Security ID: 163851108	Meeting ID: 1407698
Record Date: 03/02/2020	Meeting Type: Annual	Ticker: CC	
Primary CUSIP: 163851108	Primary ISIN: US1638511089	Primary SEDOL: BZ0CTP8	Proxy Level: 3
Total Ballots: 1	Shares Voted: 266	Votable Shares: 266	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 266

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Curtis V. Anastasio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Bradley J. Bell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Richard H. Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Mary B. Cranston	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

The Chemours Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Curtis J. Crawford	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Dawn L. Farrell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Erin N. Kane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Sean D. Keohane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Mark P. Vergnano	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 20.07 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Establish Board Advisory Position	SH	Yes	Against	Against	Against	Against
<i>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 employee advisory position may meaningfully address risks related to the company's workforce.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/07/2020	Auto-Approved	04/07/2020	266	266
Total Shares:							266	266

The PNC Financial Services Group, Inc.

Meeting Date: 04/28/2020	Country: USA	Primary Security ID: 693475105	Meeting ID: 1408761
Record Date: 01/31/2020	Meeting Type: Annual	Ticker: PNC	
Primary CUSIP: 693475105	Primary ISIN: US6934751057	Primary SEDOL: 2692665	Proxy Level: 3

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

The PNC Financial Services Group, Inc.

Total Ballots: 1		Shares Voted: 733	Votable Shares: 733		*Shares on Loan: 0	Shares Instructed: 733	
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph Alvarado	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent 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 board. There is at least 30 percent diversity.						
1.3	Elect Director Debra A. Cafaro	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Marjorie Rodgers Cheshire	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director William S. Demchak	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Andrew T. Feldstein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Richard J. Harshman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Daniel R. Hesse	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Linda R. Medler	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Martin Pfinsgraff	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Toni Townes-Whitley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Michael J. Ward	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. While some features of the annual incentive program may raise shareholder concerns, pay and performance are reasonably aligned for the year under review.						

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The PNC Financial Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and number of shares reserved is reasonable, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/06/2020	Auto-Approved	04/06/2020	733	733
Total Shares:								733	733

The Williams Companies, Inc.

Meeting Date: 04/28/2020	Country: USA	Primary Security ID: 969457100	Meeting ID: 1409418
Record Date: 02/28/2020	Meeting Type: Annual	Ticker: WMB	
Primary CUSIP: 969457100	Primary ISIN: US9694571004	Primary SEDOL: 2967181	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
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Stephen W. Bergstrom	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Votes AGAINST Chairman Stephen Bergstrom, who presides over meetings of the board, are warranted. The board's adoption of a poison pill with a 5 percent trigger is problematic, as it is highly restrictive and could negatively impact the market for the company's shares as the market recovers. Less than 30% of the board is diverse.</i>							
1.3	Elect Director Nancy K. Buese	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director Stephen I. Chazen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.5	Elect Director Charles I. Cogut	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.6	Elect Director Michael A. Creel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.7	Elect Director Vicki L. Fuller	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

The Williams Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Peter A. Ragauss	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Scott D. Sheffield	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director Murray D. Smith	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director William H. Spence	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and number of shares reserved is reasonable, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.33 percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/08/2020	Auto-Approved	04/08/2020	1,484	1,484
Total Shares:							1,484	1,484

Truist Financial Corporation

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

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

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

Truist Financial Corporation

Shares Voted: 224 **Votable Shares:** 224 ***Shares on Loan:** 0 **Shares Instructed:** 224
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 Jennifer S. Banner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director K. David Boyer, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Agnes Bundy Scanlan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Anna R. Cablik	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Dallas S. Clement	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Paul D. Donahue	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Paul R. Garcia	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Patrick C. Graney, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Linnie M. Haynesworth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Kelly S. King	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Easter A. Maynard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Donna S. Morea	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Charles A. Patton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.14	Elect Director Nido R. Qubein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.15	Elect Director David M. Ratcliffe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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Truist Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.16	Elect Director William H. Rogers, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.17	Elect Director Frank P. Scruggs, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.18	Elect Director Christine Sears	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.19	Elect Director Thomas E. Skains	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.20	Elect Director Bruce L. Tanner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.21	Elect Director Thomas N. Thompson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.22	Elect Director Steven C. Voorhees	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.31 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. However, certain concerns around goal rigor remain and certain NEOs received retention awards which can vest in full solely on service-based requirements.</i>						
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board. The CEO and chairman roles have been contractually guaranteed for the foreseeable future pursuant to employment agreements entered into in connection with the recently completed merger of equals transaction. In addition, the lead independent director role is not considered robust and there are concerns over the election procedures for this role over the term of the leadership transition process.</i>						

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/02/2020	Auto-Approved	04/02/2020	224	224
Total Shares:							224	224

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

United States Steel Corporation

Meeting Date: 04/28/2020	Country: USA	Primary Security ID: 912909108	Meeting ID: 1407755
Record Date: 03/02/2020	Meeting Type: Annual	Ticker: 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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,049

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
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director Patricia Diaz Dennis	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Dan O. Dinges	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director John J. Engel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director John V. Faraci	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Stephen J. Girskey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Jeh C. Johnson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Paul A. Mascarenas	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director Michael H. McGarry	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director Eugene B. Sperling	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1l	Elect Director David S. Sutherland	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1m	Elect Director Patricia A. Tracey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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

United States Steel Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.									
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 1.64 percent of the fees paid to the auditor are for non-audit purposes.									
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	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	03/29/2020	1,049	1,049
Total Shares:								1,049	1,049

Valmont Industries, Inc.

Meeting Date: 04/28/2020	Country: USA	Primary Security ID: 920253101	Meeting ID: 1409341
Record Date: 03/06/2020	Meeting Type: Annual	Ticker: VMI	
Primary CUSIP: 920253101	Primary ISIN: US9202531011	Primary SEDOL: 2926825	Proxy Level: 3
Total Ballots: 1	Shares Voted: 246	Votable Shares: 246	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 246

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mogens C. Bay	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.2	Elect Director Walter Scott, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.3	Elect Director Clark T. Randt, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.4	Elect Director Richard Lanoha	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							

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

Valmont Industries, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.								
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 7.85 percent of the fees paid to the auditor are for non-audit purposes.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	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	03/29/2020	246	246
Total Shares:							246	246

Wells Fargo & Company

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Celeste A. Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Wayne M. Hewett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Donald M. James	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Maria R. Morris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Charles H. Noski	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Richard B. Payne, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Juan A. Pujadas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Ronald L. Sargent	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Charles W. Scharf	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The externally-hired CEO's transition pay consisted largely of a one-time make-whole award intended to replace forfeited equity awards from his prior employer, and the award has adequate guardrails that minimize windfall potential. The remainder consists of an initial guaranteed annual bonus and long-term incentive that is entirely performance-based. Nevertheless, the executive pay program's heavy reliance on compensation committee discretion raises concern. Investors increasingly prefer an incentive program structure that minimizes the impact of committee discretion in favor of objective and formula-driven determinations that are more compatible with pay-for-performance. On balance, a vote FOR this proposal is warranted, with caution. Upon the CEO's transition to regular executive incentive programs in 2020, these issues should be closely scrutinized going forward.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.00 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. 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.</i>						
5	Report on Incentive-Based Compensation and Risks of Material Losses	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted, as shareholders would benefit from additional disclosure about employee incentive compensation programs that could lead to material losses due to excessive risk taking, given that broad-based employee incentive structures played a significant role in recent high-profile controversy and reputational harm at the company.</i>						
6	Report on Global Median Gender Pay Gap	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives.</i>						

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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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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 Country: USA Primary Security ID: 03076C106 Meeting ID: 1410112
 Record Date: 03/02/2020 Meeting Type: Annual Ticker: AMP

Primary CUSIP: 03076C106 Primary ISIN: US03076C1062 Primary SEDOL: 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 Instruction
1a	Elect Director James M. Cracchiolo	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Dianne Neal Blixt	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Amy DiGeso	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Lon R. Greenberg	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Jeffrey Noddle	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Robert F. Sharpe, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Brian T. Shea	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director W. Edward Walter, III	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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.							

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

Ameriprise Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The committee demonstrated sufficient responsiveness to shareholder concerns following last year's failed say-on-pay vote, by disclosing the details of its engagement efforts and the feedback it received. The committee made improvements to the pay program in response to the primary feedback received from shareholders. This included reducing the potential volatility of total CEO pay by eliminating scorecard-based payout leverage from the CEO's annual LTI determination, and providing enhanced disclosure on individual performance assessments and the process for setting NEO pay. Moreover, CEO pay for 2019 decreased significantly amid a rebound in share price performance and, as such, pay and performance are reasonably aligned for the year in review. There is still some concern regarding the pay program's reliance on committee discretion to ultimately determine the CEO's annual and long-term incentive payouts, even when that discretion is guided by a scorecard with consistently-applied metrics (for annual incentives) or constrained to a range (for long-term incentives). The lack of forward-looking disclosure of target LTI goals diminishes transparency. Shareholders are advised to closely monitor these issues as they may exacerbate concerns should pay and performance be misaligned going forward.</i></p>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>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.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblum Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/08/2020	Auto-Approved	04/08/2020	285	285
Total Shares:							285	285

Centennial Resource Development, Inc.

Meeting Date: 04/29/2020	Country: USA	Primary Security ID: 15136A102	Meeting ID: 1409260
Record Date: 03/11/2020	Meeting Type: Annual	Ticker: CDEV	
Primary CUSIP: 15136A102	Primary ISIN: US15136A1025	Primary SEDOL: BYM4Z79	Proxy Level: 3
Total Ballots: 1	Shares Voted: 11,331	Votable Shares: 11,331	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 11,331

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
<p><i>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.</i></p>							
1b	Elect Director Steven J. Shapiro	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i></p>							

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

Centennial Resource Development, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1c	Elect Director Robert M. Tichio	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.								
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.								
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.								
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/08/2020	Auto-Approved	04/08/2020	11,331	11,331
Total Shares:							11,331	11,331

CNA Financial Corporation

Meeting Date: 04/29/2020	Country: USA	Primary Security ID: 126117100	Meeting ID: 1409983
Record Date: 03/06/2020	Meeting Type: Annual	Ticker: CNA	
Primary CUSIP: 126117100	Primary ISIN: US1261171003	Primary SEDOL: 2204866	Proxy Level: 3
	Shares Voted: 576	Votable Shares: 576	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 576

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael A. Bless	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Jose O. Montemayor	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse.</i>							
1.3	Elect Director Don M. Randel	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse.</i>							

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

CNA Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Andre Rice	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse.</i>							
1.5	Elect Director Dino E. Robusto	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse.</i>							
1.6	Elect Director Kenneth I. Siegel	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse.</i>							
1.7	Elect Director Andrew H. Tisch	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.8	Elect Director Benjamin J. Tisch	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse.</i>							
1.9	Elect Director James S. Tisch	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.10	Elect Director Jane J. Wang	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse.</i>							
1.11	Elect Director Marvin Zonis	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The CEO's annual bonus appears largely discretionary, again achieving maximum payout despite a year-over-year decrease in financial metric performance. The STI and LTI both use identical, overlapping metrics with the same performance period.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2020	Auto-Approved	04/16/2020	576	576
Total Shares:							576	576

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

Herbalife Nutrition Ltd.

Meeting Date: 04/29/2020	Country: Cayman Islands	Primary Security ID: G4412G101	Meeting ID: 1408549
Record Date: 03/02/2020	Meeting Type: Annual	Ticker: HLF	
Primary CUSIP: G4412G101	Primary ISIN: KYG4412G1010	Primary SEDOL: B0539H3	Proxy Level: N/A
	Shares Voted: 141	Votable Shares: 141	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 141

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John Agwunobi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director James L. Nelson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Richard H. Carmona	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Jonathan Christodoro	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Hunter C. Gary	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Nicholas Graziano	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Alan LeFevre	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Jesse A. Lynn	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Juan Miguel Mendoza	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Michael Montelongo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Maria Otero	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Margarita Palau-Hernandez	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Herbalife Nutrition Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director John Tartol	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Amend Articles of Association to Eliminate the Casting Vote	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as removing the casting vote for the board chair will ensure all independent directors and executive directors have equal say on certain board matters.</i>							
4	Amend Articles of Association	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed amendment to the articles would not adversely impact shareholder rights.</i>							
5	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.39 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Country: USA	Primary Security ID: 494368103	Meeting ID: 1404106
Record Date: 03/02/2020	Meeting Type: Annual	Ticker: KMB	
Primary CUSIP: 494368103	Primary ISIN: US4943681035	Primary SEDOL: 2491839	Proxy Level: 3
Total Ballots: 1	Shares Voted: 873	Votable Shares: 873	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 873

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

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

Kimberly-Clark Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Michael D. Hsu	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Mae C. Jemison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director S. Todd Maclin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Sherilyn S. McCoy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Christa S. Quarles	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Ian C. Read	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Dunia A. Shive	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Mark T. Smucker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Michael D. White	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 15.60 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>						
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: Given the significant hurdle for shareholders to use the existing special meeting right, a written consent right would provide shareholders with an additional means of acting in between annual meetings. Therefore, a vote FOR this proposal is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/23/2020	Auto-Approved	03/30/2020	873	873
Total Shares:							873	873

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

Kimberly-Clark Corporation

Marathon Petroleum Corporation

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>						
2a	Elect Director Steven A. Davis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2b	Elect Director J. Michael Stice	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2c	Elect Director John P. Surma	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2d	Elect Director Susan Tomasky	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.58 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
5	Adopt Simple Majority Vote	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i>						
6	Report on Integrating Community Impacts Into Executive Compensation Program	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Incorporating environmental, safety and community stakeholder 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.</i>						

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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 ISIN: US72147K1088	Primary SEDOL: B5L3PZ2	Proxy Level: 3
	Shares Voted: 689	Votable Shares: 689	*Shares on Loan: 0
			Shares Instructed: 689
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 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 and sits on a key committee. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Wallim Cruz De Vasconcellos Junior	Mgmt	Yes	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 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-independent and sits on a key committee. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 diversity on the board. There is at least 30 percent 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.						

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

Pilgrim's Pride Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Arquimedes A. Celis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company entered into a problematic transition agreement with the former CEO, providing for excessive payments of \$15 million in aggregate, plus \$2 million in severance payments, that are significantly larger than his pay as CEO prior to the transition. The company does not sufficiently explain the rationale for such payments in the proxy statement.</i>							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.81 percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Report on Reduction of Water Pollution	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as the company does not disclose policies to address water pollution beyond regulatory compliance.</i>							
6	Report on Human Rights Due Diligence Process	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding policies the company has implemented to address human rights impacts in its operations and supply chain would allow shareholders to better gauge how well Pilgrim's Pride is managing human rights related risks.</i>							
7	Require a Majority Vote for the Election of Directors	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/15/2020	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
Record Date: 03/05/2020	Meeting Type: Annual	Ticker: PRO	
Primary CUSIP: 74346Y103	Primary ISIN: US74346Y1038	Primary SEDOL: B1YWQK0	Proxy Level: 3

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

PROS Holdings, Inc.

Shares Voted: 2,564 **Votable Shares:** 2,564 ***Shares on Loan:** 0 **Shares Instructed:** 2,564
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 Greg B. Petersen	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Timothy V. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Mariette M. Woestemeyer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Carlos Dominguez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company engaged with a substantial portion of shareholders and made changes to the pay program in response to their feedback following last year's low say-on-pay result. Annual incentives are based on objective metrics and include challenging goal targets, while half of the CEO's long-term equity vests based on a recurring-revenue goal. Investors would benefit from disclosure regarding the shortening of the LTI performance period, although the awards carry an additional time-based vesting requirement after the performance period concludes.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.61 percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/13/2020	Auto-Approved	04/13/2020	2,564	2,564
Total Shares:							2,564	2,564

Regency Centers Corporation

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

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

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

Regency Centers Corporation

Shares Voted: 15 **Votable Shares:** 15 ***Shares on Loan:** 0 **Shares Instructed:** 15
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 Martin E. Stein, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1b	Elect Director Joseph F. Azrack	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1c	Elect Director Bryce Blair	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1d	Elect Director C. Ronald Blankenship	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1e	Elect Director Deirdre J. Evens	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1f	Elect Director Thomas W. Furphy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1g	Elect Director Karin M. Klein	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1h	Elect Director Peter D. Linneman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director David P. O'Connor	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1j	Elect Director Lisa Palmer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1k	Elect Director Thomas G. Wattles	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 15.70 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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

Regency Centers Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/25/2020	Auto-Approved	03/30/2020	15	15
Total Shares:							15	15

Trex Company, Inc.

Meeting Date: 04/29/2020 Country: USA Primary Security ID: 89531P105 Meeting ID: 1408597
 Record Date: 03/02/2020 Meeting Type: Annual Ticker: TREX

Primary CUSIP: 89531P105 Primary ISIN: US89531P1057 Primary SEDOL: 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 Instruction
1.1	Elect Director Jay M. Gratz	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.							
1.2	Elect Director Kristine L. Juster	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.							
1.3	Elect Director Ronald W. Kaplan	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 Gerald Volas	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	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	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the request is reasonable and there are no substantial concerns about the company's past use of shares.							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	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

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

Trex Company, Inc.

Total Shares: 1,799 1,799

Vistra Energy Corp.

Meeting Date: 04/29/2020 **Country:** USA **Primary Security ID:** 92840M102 **Meeting ID:** 1414128
Record Date: 03/16/2020 **Meeting Type:** Annual **Ticker:** VST

Primary CUSIP: 92840M102 **Primary ISIN:** 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 Instruction
1	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>						
	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
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2.2	Elect Director Arcilia C. Acosta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2.3	Elect Director Gavin R. Baiera	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2.4	Elect Director Paul M. Barbas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2.5	Elect Director Lisa Crutchfield	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2.6	Elect Director Brian K. Ferraioli	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2.7	Elect Director Scott B. Helm	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2.8	Elect Director Jeff D. Hunter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2.9	Elect Director Curtis A. Morgan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Vistra Energy Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2.10	Elect Director John R. (JR) Sult	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
	If Proposal 1 is Not Approved, Elect the Following Four Directors:	Mgmt	No				
3.1	Elect Director Gavin R. Baiera	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3.2	Elect Director Scott B. Helm	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3.3	Elect Director Curtis A. Morgan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3.4	Elect Director John R. (JR) Sult	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

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

Meeting Date: 04/30/2020	Country: Virgin Isl (UK)	Primary Security ID: G11196105	Meeting ID: 1410146
Record Date: 03/17/2020	Meeting Type: Annual	Ticker: BHVN	
Primary CUSIP: G11196105	Primary ISIN: VGG111961055	Primary SEDOL: BZ8FXC4	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 1,344	Votable Shares: 1,344	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,344

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Declan Doogan	Mgmt	Yes	For	Against	Against	Against

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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.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
<i>Voting Policy Rationale: A vote AGAINST Declan Doogan and Vlad Coric is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is non-independent and sits on a key committee.</i>								
1b	Elect Director Vlad Coric	Mgmt	Yes	For	Against	Against	Against	
<i>Voting Policy Rationale: A vote AGAINST Declan Doogan and Vlad Coric is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority director.Less than 30% of the board is diverse.</i>								
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For	
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.87 percent of the fees paid to the auditor are for non-audit purposes.</i>								
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/08/2020	Auto-Approved	04/08/2020	1,344	1,344
Total Shares:							1,344	1,344

Capital One Financial Corporation

Meeting Date: 04/30/2020	Country: USA	Primary Security ID: 14040H105	Meeting ID: 1409622
Record Date: 03/03/2020	Meeting Type: Annual	Ticker: COF	
Primary CUSIP: 14040H105	Primary ISIN: US14040H1059	Primary SEDOL: 2654461	Proxy Level: 3
Total Ballots: 1	Shares Voted: 569	Votable Shares: 569	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 569

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard D. Fairbank	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Aparna Chennapragada	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Ann Fritz Hackett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Capital One Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Peter Thomas Killalea	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Cornelis "Eli" Leenaars	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Pierre E. Leroy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Francois Locoh-Donou	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Peter E. Raskind	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Eileen Serra	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Mayo A. Shattuck, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Bradford H. Warner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Catherine G. West	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Concerns continue to be raised by both the heavy reliance on board discretion in determining total NEO pay as well as the relative magnitude of CEO performance year pay. The size of the CEO's performance share award for the 2019 performance year was large, although the awards are not reflected in proxy pay tables due to a change in equity grant timing. In addition, the company disclosed a negative change going forward; specifically, total pay determinations will no longer be based on pre-established target pay opportunities, which reduces transparency in pay decisions and provides for less year-over-year comparability.</i>						
4	Provide Right to Act by Written Consent	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to act by written consent would improve shareholder rights by providing an additional means of acting outside of the shareholder meeting process.</i>						
5	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						

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

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	Country: USA	Primary Security ID: 219350105	Meeting ID: 1409899
Record Date: 03/02/2020	Meeting Type: Annual	Ticker: GLW	
Primary CUSIP: 219350105	Primary ISIN: US2193501051	Primary SEDOL: 2224701	Proxy Level: 3
	Shares Voted: 419	Votable Shares: 419	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 419	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald W. Blair	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Leslie A. Brun	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Stephanie A. Burns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Richard T. Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Robert F. Cummings, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Deborah A. Henretta	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Daniel P. Huttenlocher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Kurt M. Landgraf	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Kevin J. Martin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Corning Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Deborah D. Rieman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Hansel E. Tookes, II	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Wendell P. Weeks	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Mark S. Wrighton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concerns are noted, pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/03/2020	Auto-Approved	04/03/2020	419	419
Total Shares:							419	419

Halozyne Therapeutics, Inc.

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

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

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

Halozyme Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.2	Elect Director Kenneth J. Kelley	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.3	Elect Director Matthew L. Posard	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 6.42 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	03/31/2020	Auto-Approved	03/31/2020	4,247	4,247
Total Shares:							4,247	4,247	

Inspire Medical Systems, Inc.

Meeting Date: 04/30/2020	Country: USA	Primary Security ID: 457730109	Meeting ID: 1408152
Record Date: 03/06/2020	Meeting Type: Annual	Ticker: INSP	
Primary CUSIP: 457730109	Primary ISIN: US4577301090	Primary SEDOL: BDT5KT5	Proxy Level: 3
Shares Voted: 1,953		Votable Shares: 1,953	*Shares on Loan: 0
Shares Voted: 1,953		Shares Instructed: 1,953	
Total Ballots: 1	Voting Policy: UUA		

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

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

Inspire Medical Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Dana G. Mead, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Mudrit 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.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 12.47 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, support for this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/01/2020	Auto-Approved	04/01/2020	1,953	1,953
Total Shares:							1,953	1,953

JBG SMITH Properties

Meeting Date: 04/30/2020	Country: USA	Primary Security ID: 46590V100	Meeting ID: 1407745
Record Date: 03/02/2020	Meeting Type: Annual	Ticker: JBGS	
Primary CUSIP: 46590V100	Primary ISIN: US46590V1008	Primary SEDOL: BD3BX01	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 100	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott A. Estes	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Alan S. Forman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1c	Elect Director Michael J. Glosserman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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

JBG SMITH Properties

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Charles E. Haldeman, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1e	Elect Director W. Matthew Kelly	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1f	Elect Director Alisa M. Mall	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1g	Elect Director Carol A. Melton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1h	Elect Director William J. Mulrow	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director Steven Roth	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1j	Elect Director Ellen Shuman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1k	Elect Director Robert A. Stewart	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance appear reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 21.92 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

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

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

NRG Energy, Inc.

Shares Voted: 793 **Votable Shares:** 793 ***Shares on Loan:** 0 **Shares Instructed:** 793
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 E. Spencer Abraham	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Antonio Carrillo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Matthew Carter, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Lawrence S. Coben	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Heather Cox	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Mauricio Gutierrez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Paul W. Hobby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Alexandra Pruner	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Anne C. Schaumburg	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Thomas H. Weidemeyer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>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.</i>						

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

NRG 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
Rhumblin 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	Country: USA	Primary Security ID: 72703H101	Meeting ID: 1410164
Record Date: 03/03/2020	Meeting Type: Annual	Ticker: PLNT	
Primary CUSIP: 72703H101	Primary ISIN: US72703H1014	Primary SEDOL: BYSFJV8	Proxy Level: 3
	Shares Voted: 2,723	Votable Shares: 2,723	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,723	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen Spinelli, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominee Stephen Spinelli Jr. given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. There is gender and racial diversity on the board. There 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 diversity on the board. There is at least 30 percent diversity.							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 6.96 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as 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

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

The Goldman Sachs Group, Inc.

Meeting Date: 04/30/2020	Country: USA	Primary Security ID: 38141G104	Meeting ID: 1410163
Record Date: 03/02/2020	Meeting Type: Annual	Ticker: GS	
Primary CUSIP: 38141G104	Primary ISIN: US38141G1040	Primary SEDOL: 2407966	Proxy Level: 3
Total Ballots: 2	Shares Voted: 1,043	Votable Shares: 1,043	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,043

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

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

The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: The company's executive pay opportunities and pay determinations rely heavily on compensation committee discretion and, for the year in review, the application of that discretion resulted in a significantly increased CEO bonus for a period when several key financial metrics were down year-over-year. The board explained that it viewed 2019 financial performance as reflective of a repositioning for future financial growth, although investors may have preferred to see increased incentive payouts reserved until returns on such investments are ultimately realized. The new Performance Assessment Framework provides additional clarity into the metrics assessed, but it does not address the main concerns around the discretionary pay determinations and the lack of clear safeguards that would provide assurances to investors, such as pre-set payout opportunities or reasonable limitations on discretion. Shareholders assessing pay-performance linkage can only rely on directional changes in award magnitude compared to directional changes in company performance, rather than a transparent evaluation of performance against pre-set targets and goals. This impedes shareholders' ability to assess the rigor of the bonus program, and in 2019 the directional changes in bonus award and in company performance metrics were not aligned. Lastly, certain NEOs received majority non-performance-conditioned equity incentives. In light of these concerns, a vote AGAINST this proposal is warranted.</i></p>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.49 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i></p>							
5	Review of Statement on the Purpose of a Corporation	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as a board review of Goldman Sachs' governance documents, policies, long term plans, goals, metrics, executive and Board compensation, and stakeholder representation will enable investors to better understand the governance implications of Goldman Sachs' commitment to the Business Roundtable's (BRT) Statement on the Purpose of a Corporation.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/09/2020	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.

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

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

TreeHouse Foods, Inc.

	Shares Voted: 492	Votable Shares: 492	*Shares on Loan: 0	Shares Instructed: 492
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 R. Hunter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Ann M. Sardini	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Jean E. Spence	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Annual incentives were primarily based on pre-set, objective performance metrics, and realizable pay outcomes aligned to shareholder returns over the most recent three-year period.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>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.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/20/2020	Auto-Approved	04/20/2020	492	492
Total Shares:							492	492

Valero Energy Corporation

Meeting Date: 04/30/2020	Country: USA	Primary Security ID: 91913Y100	Meeting ID: 1409417
Record Date: 03/04/2020	Meeting Type: Annual	Ticker: VLO	
Primary CUSIP: 91913Y100	Primary ISIN: US91913Y1001	Primary SEDOL: 2041364	Proxy Level: 3
	Shares Voted: 1,088	Votable Shares: 1,088	*Shares on Loan: 0
			Shares Instructed: 1,088
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 H. Paulett Eberhart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1B	Elect Director Joseph W. Gorder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Valero Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1C	Elect Director Kimberly S. Greene	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1D	Elect Director Deborah P. Majoras	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1E	Elect Director Eric D. Mullins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1F	Elect Director Donald L. Nickles	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1G	Elect Director Philip J. Pfeiffer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1H	Elect Director Robert A. Profusek	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1I	Elect Director Stephen M. Waters	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1J	Elect Director Randall J. Weisenburger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1K	Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.15 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/01/2020	Auto-Approved	04/01/2020	988	988
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/01/2020	Auto-Approved	04/01/2020	100	100
Total Shares:							1,088	1,088

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

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

Valero Energy Corporation

Welltower Inc.

Meeting Date: 04/30/2020	Country: USA	Primary Security ID: 95040Q104	Meeting ID: 1409885
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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,160

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kenneth J. Bacon	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Thomas J. DeRosa	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Karen B. DeSalvo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Jeffrey H. Donahue	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Sharon M. Oster	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Sergio D. Rivera	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Johnese M. Spisso	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Kathryn M. Sullivan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.16 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						

Ballot Details

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

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

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

Welltower Inc.

Total Shares: 1,160 1,160

BWX Technologies, Inc.

Meeting Date: 05/01/2020	Country: USA	Primary Security ID: 05605H100	Meeting ID: 1408751
Record Date: 03/10/2020	Meeting Type: Annual	Ticker: BWXT	
Primary CUSIP: 05605H100	Primary ISIN: US05605H1005	Primary SEDOL: BZ0W624	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,484	Votable Shares: 2,484	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,484

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rex D. Geveden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Leland D. Melvin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Robert L. Nardelli	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Barbara A. Niland	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.02 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/06/2020	Auto-Approved	04/06/2020	2,484	2,484
Total Shares:							<u>2,484</u>	<u>2,484</u>

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

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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 222

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
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Brian B. Bainum	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Stewart W. Bainum, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director William L. Jews	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Monte J.M. Koch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Liza K. Landsman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Patrick S. Pacious	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Ervin R. Shames	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Maureen D. Sullivan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director John P. Tague	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time and no significant concerns were identified.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						

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

Choice Hotels International, Inc.

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/14/2020	Auto-Approved	04/14/2020	222	222
Total Shares:							222	222

Fate Therapeutics, Inc.

Meeting Date: 05/01/2020	Country: USA	Primary Security ID: 31189P102	Meeting ID: 1408745
Record Date: 03/06/2020	Meeting Type: Annual	Ticker: FATE	
Primary CUSIP: 31189P102	Primary ISIN: US31189P1021	Primary SEDOL: BCZS820	Proxy Level: 3
	Shares Voted: 2,565	Votable Shares: 2,565	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,565	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert S. Epstein	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 John D. Mendlein	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.						
1.3	Elect Director Karin Jooss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 8.70 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives were based on pre-set performance objectives, and a significant portion of the equity awards were granted in stock options which are considered to be more 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

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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
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: HCA	
Primary CUSIP: 40412C101	Primary ISIN: US40412C1018	Primary SEDOL: B4MGBG6	Proxy Level: 3
	Shares Voted: 70	Votable Shares: 70	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 70

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas F. Frist, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Samuel N. Hazen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Meg G. Crofton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Robert J. Dennis	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Nancy-Ann DeParle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director William R. Frist	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Charles O. Holliday, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Michael W. Michelson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Wayne J. Riley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 18.79 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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

HCA Healthcare, Inc.

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
<i>Voting Policy Rationale: Although an affiliated shareholder would be able to unilaterally utilize the proposed right to call a special meeting, it is not expected to materially change the status quo of this investor group's influence on the board and company. Moreover, adoption of this special meeting right would enhance unaffiliated shareholder rights who do not currently have the means to call a special meeting. In consideration of these factors, a vote FOR this proposal is warranted.</i>							
6	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/14/2020	Auto-Approved	04/14/2020	70	70
Total Shares:							70	70

Huntsman Corporation

Meeting Date: 05/01/2020	Country: USA	Primary Security ID: 447011107	Meeting ID: 1401792
Record Date: 03/05/2020	Meeting Type: Annual	Ticker: HUN	
Primary CUSIP: 447011107	Primary ISIN: US4470111075	Primary SEDOL: B0650B9	Proxy Level: 3
Total Ballots: 1	Shares Voted: 363	Votable Shares: 363	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 363

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter R. Huntsman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Nolan D. Archibald	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1c	Elect Director Mary C. Beckerle	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1d	Elect Director M. Anthony Burns	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1e	Elect Director Daniele Ferrari	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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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 Instruction
1f	Elect Director Robert J. Margetts	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 an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.							
1g	Elect Director Wayne A. Reaud	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 Jan E. Tighe	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 an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The annual incentive is primarily based on pre-set financial metrics, and while target goals were set below the previous year's achieved results, payouts to the CEO were lowered based on the compensation committee's discretion. In addition, the performance-based portion of equity awards will be increased to 40 percent in FY20, with multi-year performance periods. Continued monitoring of the proportion of performance-based compensation, and rigor of performance goals, is warranted.							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 36.27 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 warranted given that the ability to act by written consent would enhance shareholder rights.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/20/2020	Auto-Approved	04/20/2020	363	363
Total Shares:							363	363

Teleflex Incorporated

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

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

Teleflex Incorporated

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 Instruction
1a	Elect Director George Babich, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Gretchen R. Haggerty	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1c	Elect Director Liam J. Kelly	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although certain concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.96 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/07/2020	Auto-Approved	04/07/2020	48	48
Total Shares:							48	48

Berkshire Hathaway Inc.

Meeting Date: 05/02/2020 **Country:** USA **Primary Security ID:** 084670702 **Meeting ID:** 1407737
Record Date: 03/04/2020 **Meeting Type:** Annual **Ticker:** BRK.B
Primary CUSIP: 084670702 **Primary ISIN:** US0846707026 **Primary SEDOL:** 2073390 **Proxy Level:** 3
Shares Voted: 2,489 **Votable Shares:** 2,489 ***Shares on Loan:** 0 **Shares Instructed:** 2,489
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Charles T. Munger	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Gregory E. Abel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Howard G. Buffett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Stephen B. Burke	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Kenneth I. Chenault	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Susan L. Decker	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director David S. Gottesman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Charlotte Guyman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Ajit Jain	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Thomas S. Murphy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Ronald L. Olson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Walter Scott, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.14	Elect Director Meryl B. Witmer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although CEO Buffett's compensation remains minimal, two NEOs continue to receive large base salaries of \$16.0 million each and overall pay is not clearly linked to company performance. Proxy statement disclosure continues to be lacking with little information provided for shareholders to assess the decisions regarding, or committee oversight of, compensation determinations for these executives.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Three Years	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						

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

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Adopt a Policy on Board Diversity	SH	Yes	Against	Against	For	For		
Voting Policy Rationale: A vote FOR this resolution is warranted because the company's board nomination criteria do not specifically ensure the consideration of women or minorities as a diversity characteristic for potential board nominees.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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	Country: USA	Primary Security ID: 001055102	Meeting ID: 1409385
Record Date: 02/25/2020	Meeting Type: Annual	Ticker: AFL	
Primary CUSIP: 001055102	Primary ISIN: 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 Instruction
1a	Elect Director Daniel P. Amos	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director W. Paul Bowers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Toshihiko Fukuzawa	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Thomas J. Kenny	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Georgette D. Kiser	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Karole F. Lloyd	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Nobuchika Mori	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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 Location(s): Unitarian Universalist Association
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Aflac Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Joseph L. Moskowitz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Barbara K. Rimer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Katherine T. Rohrer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Melvin T. Stith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

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

Meeting Date: 05/04/2020	Country: USA	Primary Security ID: 532457108	Meeting ID: 1409998
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: LLY	
Primary CUSIP: 532457108	Primary ISIN: US5324571083	Primary SEDOL: 2516152	Proxy Level: 3
Total Ballots: 1	Shares Voted: 790	Votable Shares: 790	*Shares on Loan: 0
	Voting Policy: UUA		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
<i>Voting Policy Rationale: A vote AGAINST Michael Eskew is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director William G. Kaelin, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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Eli Lilly and Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director David A. Ricks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Marschall S. Runge	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Karen Walker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that pay and performance are reasonably aligned for the year under review. Short- and long-term incentive programs are majority performance-based and equity awards rely on multiyear periods.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 15.34 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as declassification would enhance board accountability to shareholders and the proposal demonstrates a commitment to shareholders' interests on the part of management.</i>						
5	Eliminate Supermajority Voting Provisions	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Eliminating the 80 percent supermajority voting requirements will enable shareholders to have a meaningful voice in various board and corporate transactions that impact their rights, thus enhancing the company's corporate governance structure. Further, by resubmitting this proposal after it failed to pass in prior years, the company is demonstrating a commitment to shareholders' interests.</i>						
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure on the company's lobbying and trade association activities, including management and board-level oversight, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>						
7	Report on Forced Swim Test	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because:- Given the company's existing policies and disclosures, adopting the proposal should not be an unduly burdensome endeavor; and- Greater transparency on the effectiveness of a particular animal testing procedure called the "forced swim test." should benefit shareholders. The report would also serve to solidify the company's commitment to upholding high standards for ethical animal treatment.</i>						
8	Require Independent Board Chairman	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The lead director is not appointed solely by the independent 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.</i>						

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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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Eli Lilly and Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
9	Disclose Board Matrix Including Ideological Perspectives	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following reasons:- Eli Lilly provides information regarding the experience and qualifications of director nominees; and- The practice of disclosing ideological perspectives is not an appropriate topic of inquiry in the nomination or selection process because political ideology should play no role in the execution of board responsibilities.</i>							
10	Report on Integrating Drug Pricing Risks into Senior Executive Compensation Arrangements	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, the company's current use of incentive program metrics that may be impacted by drug pricing, and the lack of comprehensive disclosure describing how risks related to public concern over drug pricing increases are taken into consideration in executive compensation programs.</i>							
11	Adopt Policy on Bonus Banking	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposal's request is not fully addressed by mechanisms in place and the proposal does not appear to be overly prescriptive. Although pay and performance were aligned for the year in review and the company maintains stock ownership guidelines, holding requirements and a clawback policy, the current ownership guidelines and holding requirements are not considered to be robust. The proposal's banking feature may provide additional safeguards for investors and is not overly prescriptive, giving the board sufficient flexibility in implementation.</i>							
12	Clawback Disclosure of Recoupment Activity from Senior Officers	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as further disclosure regarding the circumstances of recoupment for senior executives below the NEO level would benefit shareholders.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/13/2020	Auto-Approved	04/13/2020	790	790
Total Shares:							790	790

Albemarle Corporation

Meeting Date: 05/05/2020	Country: USA	Primary Security ID: 012653101	Meeting ID: 1411329
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: ALB	
Primary CUSIP: 012653101	Primary ISIN: US0126531013	Primary SEDOL: 2046853	Proxy Level: 3
	Shares Voted: 390	Votable Shares: 390	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	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
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance remain relatively aligned.</i>							

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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 Instruction
2a	Elect Director Mary Lauren Brias	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2b	Elect Director Luther C. Kissam, IV	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2c	Elect Director J. Kent Masters	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2d	Elect Director Glenda J. Minor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2e	Elect Director James J. O'Brien	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2f	Elect Director Diarmuid B. O'Connell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2g	Elect Director Dean L. Seavers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2h	Elect Director Gerald A. Steiner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2i	Elect Director Holly A. Van Deursen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2j	Elect Director Alejandro D. Wolff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/06/2020	Auto-Approved	04/06/2020	390	390
Total Shares:							390	390

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

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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 188

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charlene Barshefsky	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director John J. Brennan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Peter Chernin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Ralph de la Vega	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Anne Lauvergeon	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Michael O. Leavitt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Theodore J. Leonsis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Karen L. Parkhill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Lynn A. Pike	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Stephen J. Squeri	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Daniel L. Vasella	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Ronald A. Williams	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2019 to 06/30/2020
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American Express Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Christopher D. Young	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.65 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. While shareholders would benefit from improved disclosure of goals used to determine annual bonus payouts, pre-set financial goals with disclosed targets determine the bulk of the CEO's bonus. In addition, the large majority of the CEO's long-term incentives for the 2019 performance year were granted in the form of performance shares with rigorous, multi-year goals which are disclosed on a forward-looking basis.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							
6	Report on Gender/Racial Pay Gap	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from measuring the progress of the company's existing diversity and inclusion initiatives. Additionally, adoption of this proposal should serve to further strengthen the company's existing diversity initiative.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/13/2020	Auto-Approved	04/13/2020	188	188
Total Shares:							188	188

Baxter International Inc.

Meeting Date: 05/05/2020	Country: USA	Primary Security ID: 071813109	Meeting ID: 1408581
Record Date: 03/12/2020	Meeting Type: Annual	Ticker: BAX	
Primary CUSIP: 071813109	Primary ISIN: US0718131099	Primary SEDOL: 2085102	Proxy Level: 3
Shares Voted: 786	Votable Shares: 786	*Shares on Loan: 0	Shares Instructed: 786
Total Ballots: 1	Voting Policy: UUA		

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

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

Baxter International Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Thomas F. Chen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director John D. Forsyth	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director James R. Gavin, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Peter S. Hellman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Michael F. Mahoney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Patricia B. Morrison	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Stephen N. Oesterle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Cathy R. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Thomas T. Stalkamp	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Albert P.L. Stroucken	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Amy A. Wendell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.27 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Require Independent Board Chair	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chair of the board.</i>							

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

Baxter International Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/16/2020	Auto-Approved	04/16/2020	786	786
Total Shares:							786	786	

Bristol-Myers Squibb Company

Meeting Date: 05/05/2020	Country: USA	Primary Security ID: 110122108	Meeting ID: 1411874
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: BMY	
Primary CUSIP: 110122108	Primary ISIN: US1101221083	Primary SEDOL: 2126335	Proxy Level: 3
Total Ballots: 2	Shares Voted: 2,123	Votable Shares: 2,123	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,123

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1B	Elect Director Robert Bertolini	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1C	Elect Director Michael W. Bonney	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1D	Elect Director Giovanni Caforio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1E	Elect Director Matthew W. Emmens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1F	Elect Director Julia A. Haller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1G	Elect Director Dinesh C. Paliwal	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2019 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 Instruction
1H	Elect Director Theodore R. Samuels	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1I	Elect Director Vicki L. Sato	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1J	Elect Director Gerald L. Storch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1K	Elect Director Karen H. Vouden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1L	Elect Director Phyllis R. Yale	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 21.03 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/13/2020	Auto-Approved	04/13/2020	1,999	1,999
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/13/2020	Auto-Approved	04/13/2020	124	124
Total Shares:							2,123	2,123

Colony Capital, Inc.

Meeting Date: 05/05/2020	Country: USA	Primary Security ID: 19626G108	Meeting ID: 1415322
Record Date: 03/19/2020	Meeting Type: Annual	Ticker: CLNY	
Primary CUSIP: 19626G108	Primary ISIN: US19626G1085	Primary SEDOL: BG5QFV0	Proxy Level: 3

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

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas J. Barrack, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director Douglas Crocker, II	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director Nancy A. Curtin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director Jeannie H. Diefenderfer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Jon A. Fosheim	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Craig M. Hatkoff	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Raymond C. Mikulich	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director George G. C. Parker	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Dale Anne Reiss	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director Charles W. Schoenherr	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director John A. Somers	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.12	Elect Director John L. Steffens	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>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.</i>						

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

Colony Capital, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 16.52 percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	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

Danaher Corporation

Meeting Date: 05/05/2020	Country: USA	Primary Security ID: 235851102	Meeting ID: 1411702
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: DHR	
Primary CUSIP: 235851102	Primary ISIN: US2358511028	Primary SEDOL: 2250870	Proxy Level: 3
Shares Voted: 1,365		Votable Shares: 1,365	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,365

Proposal Number	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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Thomas P. Joyce, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Teri List-Stoll	Mgmt	Yes	For	Against	Against	Against
<i>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.</i>							
1.4	Elect Director Walter G. Lohr, Jr.	Mgmt	Yes	For	Against	Against	Against
<i>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.</i>							
1.5	Elect Director Jessica L. Mega	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Pardis C. Sabeti	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Mitchell P. Rales	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Steven M. Rales	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director John T. Schwieters	Mgmt	Yes	For	Against	Against	Against
	<i>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.</i>						
1.10	Elect Director Alan G. Spoon	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Raymond C. Stevens	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Elias A. Zerhouni	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.59 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concern is noted, pay and performance are reasonably aligned for the year in review.</i>						
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 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.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/07/2020	Auto-Approved	04/07/2020	1,365	1,365
Total Shares:							1,365	1,365

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

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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 125

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela L. Carter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Marcel R. Coutu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Susan M. Cunningham	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Gregory L. Ebel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director J. Herb England	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Charles W. Fischer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Gregory J. Goff	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director V. Maureen Kempston Darkes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Teresa S. Madden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Al Monaco	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Dan C. Tutcher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>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.</i>						

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

Enbridge Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Approve Shareholder Rights Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR the shareholder rights plan because it is a "new generation" plan that is structured to protect the interests of shareholders in the event of a bid for their shares.</i>							
4	Amend By-Law No. 1 of Enbridge	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR the proposed General By-Law No. 1 as no significant concerns are identified.</i>							
5	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/06/2020	Auto-Approved	04/06/2020	125	125
Total Shares:							125	125

First American Financial Corporation

Meeting Date: 05/05/2020	Country: USA	Primary Security ID: 31847R102	Meeting ID: 1414720
Record Date: 03/18/2020	Meeting Type: Annual	Ticker: FAF	
Primary CUSIP: 31847R102	Primary ISIN: US31847R1023	Primary SEDOL: B4NFPK4	Proxy Level: 3
	Shares Voted: 415	Votable Shares: 415	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 415	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James L. Doti	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Michael D. McKee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Thomas V. McKernan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

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

First American Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 2.06 percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	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	415	415
Total Shares:							415	415	

General Electric Company

Meeting Date: 05/05/2020	Country: USA	Primary Security ID: 369604103	Meeting ID: 1406924
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: GE	
Primary CUSIP: 369604103	Primary ISIN: US3696041033	Primary SEDOL: 2380498	Proxy Level: 3
Total Ballots: 1	Shares Voted: 17,163	Votable Shares: 17,163	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 17,163

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Sebastien Bazin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Elect Director Ashton Carter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3	Elect Director H. Lawrence Culp, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4	Elect Director Francisco D'Souza	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
5	Elect Director Edward Garden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
6	Elect Director Thomas W. Horton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
7	Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

General Electric Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Elect Director Catherine Lesjak	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
9	Elect Director Paula Rosput Reynolds	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
10	Elect Director Leslie Seidman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
11	Elect Director James Tisch	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the CEO's pay declined significantly following his 2018 special new-hire award, an unmitigated pay-for-performance misalignment persists. The CEO's salary and target incentive opportunities remained elevated and, while his equity award is entirely performance-based, the annual bonus program is largely discretionary. Particularly for large-cap companies, investors generally expect incentive programs to rely on objective, pre-set criteria rather than substantial committee discretion. Lastly, both of the targets used to determine bonus pool funding were set below actual performance in 2018 and were then achieved above maximum.</i>							
13	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.18 percent of the fees paid to the auditor are for non-audit purposes.</i>							
14	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	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	Primary ISIN: US4198701009	Primary SEDOL: 2415204	Proxy Level: 3

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

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

Hawaiian Electric Industries, Inc.

Shares Voted: 6,515 **Votable Shares:** 6,515 ***Shares on Loan:** 0 **Shares Instructed:** 6,515
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 Peggy Y. Fowler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Keith P. Russell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Eva T. Zlotnicka	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Micah A. Kane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>							
4	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from having a clear right to elect directors by a majority vote in uncontested elections.</i>							
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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
Record Date: 03/06/2020 **Meeting Type:** Annual **Ticker:** PNR
Primary CUSIP: G7S00T104 **Primary ISIN:** IE00BLS09M33 **Primary SEDOL:** BLS09M3 **Proxy Level:** N/A

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

Pentair plc

Total Ballots: 1		Shares Voted: 278	Votable Shares: 278		*Shares on Loan: 0	Shares Instructed: 278	
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 diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Glynis A. Bryan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director T. Michael Glenn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Theodore L. Harris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director David A. Jones	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Michael T. Speetzen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director John L. Stauch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Billie I. Williamson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A voteFOR this proposal is warranted as pay and performance are reasonably aligned at this time.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 18.04 percent of the fees paid to the auditor are for non-audit purposes.						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.						
5	Authorise Issue of Equity	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
6	Authorize 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.						

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

Pentair plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no concerns have been identified.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/10/2020	Auto-Approved	04/10/2020	278	278
Total Shares:								278	278

Pluralsight, Inc.

Meeting Date: 05/05/2020	Country: USA	Primary Security ID: 72941B106	Meeting ID: 1409161
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: PS	
Primary CUSIP: 72941B106	Primary ISIN: US72941B1061	Primary SEDOL: BFZCT75	Proxy Level: 3
Shares Voted: 7,733	Votable Shares: 7,733	*Shares on Loan: 0	Shares Instructed: 7,733
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arne Duncan	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Arne Duncan, Leah Johnson, Frederick Onion, and Karenann Terrell given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Leah Johnson	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Arne Duncan, Leah Johnson, Frederick Onion, and Karenann Terrell given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Less than 30% of the board is diverse.</i>							
1.3	Elect Director Frederick Onion	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Arne Duncan, Leah Johnson, Frederick Onion, and Karenann Terrell given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Less than 30% of the board is diverse.</i>							
1.4	Elect Director Karenann Terrell	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Arne Duncan, Leah Johnson, Frederick Onion, and Karenann Terrell given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Less than 30% of the board is diverse.</i>							

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

Pluralsight, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.78 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/15/2020	Auto-Approved	04/15/2020	7,733	7,733
Total Shares:							7,733	7,733

Stryker Corporation

Meeting Date: 05/05/2020	Country: USA	Primary Security ID: 863667101	Meeting ID: 1411146
Record Date: 03/06/2020	Meeting Type: Annual	Ticker: SYK	
Primary CUSIP: 863667101	Primary ISIN: US8636671013	Primary SEDOL: 2853688	Proxy Level: 4
	Shares Voted: 372	Votable Shares: 372	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 372	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary K. Brainerd	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Srikant M. Datar	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Roch Doliveux	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Allan C. Golston	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Stryker Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Kevin A. Lobo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Sherilyn S. McCoy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Andrew K. Silvernail	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Lisa M. Skeete Tatum	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Ronda E. Stryker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Rajeev Suri	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 38.46 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay is reasonably aligned with performance at this time.</i>							
4	Report on Non-Management Employee Representation on the Board of Directors	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more information about how a non-management employee representative director may enhance board diversity and could potentially give the company meaningful insights into its workplace.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/24/2020	Auto-Approved	04/24/2020	372	372
Total Shares:							372	372

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

Alcoa Corporation

Meeting Date: 05/06/2020	Country: USA	Primary Security ID: 013872106	Meeting ID: 1409572
Record Date: 03/11/2020	Meeting Type: Annual	Ticker: AA	
Primary CUSIP: 013872106	Primary ISIN: US0138721065	Primary SEDOL: BYNF418	Proxy Level: 3
	Shares Voted: 302	Votable Shares: 302	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 302

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael G. Morris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mary Anne Citrino	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Pasquale (Pat) Fiore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Kathryn S. Fuller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Roy C. Harvey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director James A. Hughes	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director James E. Nevels	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Carol L. Roberts	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Suzanne Sitherwood	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Steven W. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Ernesto Zedillo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Alcoa Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/20/2020	Auto-Approved	04/20/2020	302	302
Total Shares:								302	302

BlackLine, Inc.

Meeting Date: 05/06/2020	Country: USA	Primary Security ID: 09239B109	Meeting ID: 1409731
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: BL	
Primary CUSIP: 09239B109	Primary ISIN: US09239B1098	Primary SEDOL: BD3WZS6	Proxy Level: 3
Shares Voted: 2,631	Votable Shares: 2,631	*Shares on Loan: 0	Shares Instructed: 2,631
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marc Huffman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Therese Tucker	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Therese Tucker and Thomas (Tom) Unterman given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. A vote FOR Marc Huffman is warranted. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Thomas Unterman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Therese Tucker and Thomas (Tom) Unterman given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. A vote FOR Marc Huffman is warranted. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

BlackLine, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 2.03 percent of the fees paid to the auditor are for non-audit purposes.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	04/13/2020	Auto-Approved	04/13/2020	2,631	2,631
Total Shares:								2,631	2,631

Carlisle Companies Incorporated

Meeting Date: 05/06/2020	Country: USA	Primary Security ID: 142339100	Meeting ID: 1411296
Record Date: 03/11/2020	Meeting Type: Annual	Ticker: CSL	
Primary CUSIP: 142339100	Primary ISIN: US1423391002	Primary SEDOL: 2176318	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,418	Votable Shares: 1,418	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,418

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert G. Bohn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Gregg A. Ostrander	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Jesse G. Singh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.40 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

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

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
Rhumblin 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	Primary Security ID: 159864107	Meeting ID: 1412188
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: CRL	
Primary CUSIP: 159864107	Primary ISIN: US1598641074	Primary SEDOL: 2604336	Proxy Level: 3
	Shares Voted: 1,108	Votable Shares: 1,108	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,108	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Foster	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.2	Elect Director Nancy C. Andrews	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.3	Elect Director Robert J. Bertolini	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.4	Elect Director Stephen D. Chubb	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.5	Elect Director Deborah T. Kochevar	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.6	Elect Director Martin W. MacKay	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.7	Elect Director George E. Massaro	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.8	Elect Director George M. Milne, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.9	Elect Director C. Richard Reese	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.10	Elect Director Richard F. Wallman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						

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

Charles River Laboratories International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Virginia M. Wilson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. NEOs earned above-target STI awards based on achievement above rigorous, objective goals that were increased mid-year to account for a recent acquisition. In addition, LTI awards are majority performance-conditioned and EPS targets have consistently exceeded prior years' achieved results. These factors sufficiently mitigate pay-for-performance concerns for the year in review. However, performance shares are earned primarily based on annual performance, and this aspect of the program warrants continued monitoring.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.02 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/22/2020	Auto-Approved	04/22/2020	1,108	1,108
Total Shares:							1,108	1,108

CME Group Inc.

Meeting Date: 05/06/2020	Country: USA	Primary Security ID: 12572Q105	Meeting ID: 1409048
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: CME	
Primary CUSIP: 12572Q105	Primary ISIN: US12572Q1058	Primary SEDOL: 2965839	Proxy Level: 3
Total Ballots: 2	Shares Voted: 371	Votable Shares: 371	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 371

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Timothy S. Bitsberger	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Charles P. Carey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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CME Group Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Dennis H. Chookaszian	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director Bryan T. Durkin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Ana Dutra	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Martin J. Gepsman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director Larry G. Gerdes	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Daniel R. Glickman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director Daniel G. Kaye	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director Phyllis M. Lockett	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1l	Elect Director Deborah J. Lucas	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1m	Elect Director Terry L. Savage	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1n	Elect Director Rahael Seifu	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1o	Elect Director William R. Shepard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1p	Elect Director Howard J. Siegel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1q	Elect Director Dennis A. Suskind	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Ratify Ernst & Young as Auditors	Mgmt	Yes	For	For	For	For
	<i>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.</i>						

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

CME Group Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review, though certain concerns continue to be highlighted.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	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	Country: USA	Primary Security ID: 12653C108	Meeting ID: 1411297
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: CNX	
Primary CUSIP: 12653C108	Primary ISIN: US12653C1080	Primary SEDOL: BF3FTF4	Proxy Level: 3
	Shares Voted: 2,333	Votable Shares: 2,333	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,333	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director J. Palmer Clarkson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1b	Elect Director Nicholas J. DeIuliis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1c	Elect Director Maureen E. Lally-Green	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1d	Elect Director Bernard Lanigan, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1e	Elect Director William N. Thorndike, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1f	Elect Director Ian McGuire	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							

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

CNX Resources Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/10/2020	Auto-Approved	04/10/2020	2,333	2,333
Total Shares:							2,333	2,333

CSX Corporation

Meeting Date: 05/06/2020	Country: USA	Primary Security ID: 126408103	Meeting ID: 1411877
Record Date: 03/06/2020	Meeting Type: Annual	Ticker: CSX	
Primary CUSIP: 126408103	Primary ISIN: US1264081035	Primary SEDOL: 2160753	Proxy Level: 3
	Shares Voted: 448	Votable Shares: 448	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 448	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donna M. Alvarado	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Pamela L. Carter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director James M. Foote	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Steven T. Halverson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Paul C. Hilal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

CSX Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director John D. McPherson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director David M. Moffett	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Linda H. Riefler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director J. Steven Whisler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director John J. Zillmer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While pay and performance were aligned for the year in review, the company paid enhanced severance to the CFO upon his departure from the company. The disclosure did not specify that the termination was involuntary and severance is intended as a protection against involuntary job loss. Moreover, the company determined to pay severance under the prior, expired severance plan, which significantly increased the benefits for the CFO.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/13/2020	Auto-Approved	04/13/2020	448	448
Total Shares:							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

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

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 Instruction
1a	Elect Director James A. Bennett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Helen E. Dragas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director James O. Ellis, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Thomas F. Farrell, II	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director D. Maybank Hagood	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director John W. Harris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Ronald W. Jibson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Mark J. Kington	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Joseph M. Rigby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Pamela J. Royal	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Robert H. Spilman, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Susan N. Story	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Michael E. Szymanczyk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						

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

Dominion Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The short-term incentive payout remained entirely based on the performance of a pre-set financial metric and, while the 2019 target was set at the same level as actual 2018 performance, the committee used discretion to lower payouts when the target was surpassed. Further, half of the long-term program pays out based on performance criteria over a multi-year performance period and with disclosed forward-looking goals. While the program includes multiple opportunities for a portion of the award to be earned, the additional opportunities require above-median performance and represent a relatively small portion of the overall payout.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although there are no governance concerns at this time and the lead independent director role appears to be robust, the company's TSR underperformance over both the short- and long-term suggests that shareholders would benefit from the most robust form of independent oversight, in the form of an independent board chair.</i>							
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Country: USA	Primary Security ID: 29670G102	Meeting ID: 1410922
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: WTRG	
Primary CUSIP: 29670G102	Primary ISIN: US29670G1022	Primary SEDOL: BLCF339	Proxy Level: 3
	Shares Voted: 1,726	Votable Shares: 1,726	*Shares on Loan: 0
			Shares Instructed: 1,726
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 Elizabeth B. Amato	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Nicholas DeBenedictis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Christopher H. Franklin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Essential Utilities, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Wendy A. Franks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Daniel J. Hilferty	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Francis O. Idehen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Ellen T. Ruff	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Lee C. Stewart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Christopher C. Womack	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The committee demonstrated sufficient responsiveness to shareholder concerns following last year's low say-on-pay vote result, by disclosing specific engagement efforts with shareholders and implementing several improvements to the executive compensation program in response to shareholder feedback. Additionally, pay and performance are reasonably aligned at this time.</i>						
4	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a majority vote standard in uncontested director elections will provide shareholders with a more meaningful voice while improving director accountability.</i>						
5	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed increase in the number of authorized shares of common stock is reasonable.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/20/2020	Auto-Approved	04/20/2020	1,726	1,726
Total Shares:							1,726	1,726

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

Eversource Energy

Meeting Date: 05/06/2020	Country: USA	Primary Security ID: 30040W108	Meeting ID: 1412374
Record Date: 03/11/2020	Meeting Type: Annual	Ticker: ES	
Primary CUSIP: 30040W108	Primary ISIN: US30040W1080	Primary SEDOL: BVVN4Q8	Proxy Level: 3
	Shares Voted: 820	Votable Shares: 820	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 820

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cotton M. Cleveland	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director James S. DiStasio	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Francis A. Doyle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Linda Dorcena Forry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director James J. Judge	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director John Y. Kim	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Kenneth R. Leibler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director David H. Long	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director William C. Van Faasen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Frederica M. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR 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.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						

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

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
Rhumblin 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 Country: USA Primary Security ID: 375558103 Meeting ID: 1411300
 Record Date: 03/13/2020 Meeting Type: Annual Ticker: GILD

Primary CUSIP: 375558103 Primary ISIN: US3755581036 Primary SEDOL: 2369174 Proxy Level: 3

Shares Voted: 1,251 Votable Shares: 1,251 *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 Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Sandra J. Horning	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Kelly A. Kramer	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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-time and sits 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 Daniel P. O'Day	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Richard J. Whitley	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Per Wold-Olsen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 20.55 percent of the fees paid to the auditor are for non-audit purposes.							

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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	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Elevated pay for the year in review derives from make-whole payments to the new CEO, and incentive awards are sufficiently performance-based. The annual bonus program consists of pre-set metrics and thorough disclosure of non-financial goal achievement. While some concerns are noted with the annual incentive program, positive changes are expected in next year's proxy. The long-term program is 50 percent based on performance-conditioned equity. A goal rigor concern is noted, though relative TSR payout is capped at target if absolute TSR is negative over the performance period. Amid a year of transition, no severance or new-hire payments appear problematic, though some will be further analyzed when they appear in the company's 2021 proxy pay tables.</i>							
4	Require Independent Board Chair	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
5	Eliminate the Ownership Threshold for Stockholders to Request a Record Date to Take Action by Written Consent	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Removing the ownership threshold 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2020	Auto-Approved	04/16/2020	1,251	1,251
Total Shares:							1,251	1,251

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
<i>Voting Policy Rationale: There is at least 30 percent diversity. There is both gender and racial diversity on the board.</i>							
1b	Elect Director Lawrence D. Kingsley	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Sophie V. Vandebroek	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is at least 30 percent diversity. There is both gender and racial diversity on the board.</i>							

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

IDEXX Laboratories, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 13.77 percent of the fees paid to the auditor are for non-audit purposes.								
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted. While a concern is noted regarding long-term awards, pay and performance are 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	04/21/2020	Auto-Approved	04/21/2020	18	18
Total Shares:							18	18

International Flavors & Fragrances Inc.

Meeting Date: 05/06/2020	Country: USA	Primary Security ID: 459506101	Meeting ID: 1411302
Record Date: 03/10/2020	Meeting Type: Annual	Ticker: IFF	
Primary CUSIP: 459506101	Primary ISIN: US4595061015	Primary SEDOL: 2464165	Proxy Level: 3
Total Ballots: 1	Shares Voted: 534	Votable Shares: 534	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 534

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

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

International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Andreas Fibig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Christina Gold	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Katherine M. Hudson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Dale F. Morrison	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Li-Huei Tsai	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Stephen Williamson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.35 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, support FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/11/2020	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	Meeting ID: 1410795
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: LPLA	
Primary CUSIP: 50212V100	Primary ISIN: US50212V1008	Primary SEDOL: B75JX34	Proxy Level: 3

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

LPL Financial Holdings Inc.

Shares Voted: 68 **Votable Shares:** 68 ***Shares on Loan:** 0 **Shares Instructed:** 68
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dan H. Arnold	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Edward C. Bernard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director H. Paulett Eberhart	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director William F. Glavin, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Allison H. Mnookin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Anne M. Mulcahy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director James S. Putnam	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Richard P. Schifter	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Corey E. Thomas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.11 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/01/2020	Auto-Approved	04/06/2020	68	68
Total Shares:							68	68

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

PepsiCo, Inc.

Meeting Date: 05/06/2020	Country: USA	Primary Security ID: 713448108	Meeting ID: 1409927
Record Date: 03/02/2020	Meeting Type: Annual	Ticker: PEP	
Primary CUSIP: 713448108	Primary ISIN: US7134481081	Primary SEDOL: 2681511	Proxy Level: 3
	Shares Voted: 1,150	Votable Shares: 1,150	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,150

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shona L. Brown	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Cesar Conde	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Ian Cook	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Dina Dublon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Richard W. Fisher	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Michelle Gass	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Ramon L. Laguarta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director David C. Page	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Robert C. Pohlrad	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Daniel Vasella	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Darren Walker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Alberto Weisser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.23 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.								
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.								
5	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;- 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	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	Country: Ireland	Primary Security ID: G97822103	Meeting ID: 1408587
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: PRGO	
Primary CUSIP: G97822103	Primary ISIN: IE00BGH1M568	Primary SEDOL: BGH1M56	Proxy Level: N/A
Shares Voted: 977	Votable Shares: 977	*Shares on Loan: 0	Shares Instructed: 977
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 Bradley A. Alford	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.2	Elect Director Rolf A. Classon	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.3	Elect Director Adriana Karaboutis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.4	Elect Director Murray S. Kessler	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							

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

Perrigo Company plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Jeffrey B. Kindler	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.6	Elect Director Erica L. Mann	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.7	Elect Director Donal O'Connor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.8	Elect Director Geoffrey M. Parker	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.9	Elect Director Theodore R. Samuels	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance remain reasonably aligned.</i>							
4	Authorize Issue of Equity	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
5	Authorize Issuance of Equity without Preemptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/18/2020	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

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

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

Phillips 66

Shares Voted: 1,355 **Votable Shares:** 1,355 ***Shares on Loan:** 0 **Shares Instructed:** 1,355
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 Charles M. Holley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Glenn F. Tilton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Marna C. Whittington	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.07 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Report on Risks of Gulf Coast Petrochemical Investments	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information about how the company is assessing and managing risks related to its petrochemical operations in areas prone to severe storms, flooding, and sea level rise.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/14/2020	Auto-Approved	04/14/2020	1,355	1,355
Total Shares:							1,355	1,355

Six Flags Entertainment Corporation

Meeting Date: 05/06/2020 **Country:** USA **Primary Security ID:** 83001A102 **Meeting ID:** 1409387
Record Date: 03/11/2020 **Meeting Type:** Annual **Ticker:** SIX
Primary CUSIP: 83001A102 **Primary ISIN:** US83001A1025 **Primary SEDOL:** B43VKB8 **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 B. Ben Baldanza	Mgmt	Yes	For	For	Withhold	Withhold

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

Six Flags Entertainment Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Selim Bassoul	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director Kurt M. Cellar	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director Nancy A. Krejsa	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.5	Elect Director Richard W. Roedel	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.6	Elect Director Arik Ruchim	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.7	Elect Director Michael Spanos	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.34 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/24/2020	Auto-Approved	04/24/2020	100	100
Total Shares:							100	100

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

WEC Energy Group, Inc.

Meeting Date: 05/06/2020	Country: USA	Primary Security ID: 92939U106	Meeting ID: 1411707
Record Date: 02/26/2020	Meeting Type: Annual	Ticker: WEC	
Primary CUSIP: 92939U106	Primary ISIN: US92939U1060	Primary SEDOL: BYY8XK8	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Patricia W. Chadwick	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.2	Elect Director Curt S. Culver	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Danny L. Cunningham	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director William M. Farrow, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Thomas J. Fischer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director J. Kevin Fletcher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Maria C. Green	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Gale E. Klappa	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Henry W. Knueppel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Thomas K. Lane	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Ulice Payne, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Mary Ellen Stanek	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

WEC Energy Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible 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	Country: USA	Primary Security ID: 011659109	Meeting ID: 1413303
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: ALK	
Primary CUSIP: 011659109	Primary ISIN: US0116591092	Primary SEDOL: 2012605	Proxy Level: 3
	Shares Voted: 107	Votable Shares: 107	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 107

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patricia M. Bedient	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director James A. Beer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Marion C. Blakey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Raymond L. Conner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Dhiren R. Fonseca	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Kathleen T. Hogan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Alaska Air Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Susan J. Li	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Benito Minicucci	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Helvi K. Sandvik	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director J. Kenneth Thompson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Bradley D. Tilden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Eric K. Yeaman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Equity grants are targeted to be half performance conditioned and annual incentives are based entirely on objective measures.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on Political Contributions Disclosure	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's trade association memberships and payments can help shareholders assess Alaska Air's comprehensive political contribution activities and the company's management of associated risks and benefits.</i>							
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure on the company's lobbying and trade association activities, including management and board level oversight, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2020	Auto-Approved	04/16/2020	107	107
Total Shares:							107	107

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

Archer-Daniels-Midland Company

Meeting Date: 05/07/2020	Country: USA	Primary Security ID: 039483102	Meeting ID: 1411669
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: ADM	
Primary CUSIP: 039483102	Primary ISIN: US0394831020	Primary SEDOL: 2047317	Proxy Level: 3
	Shares Voted: 2,326	Votable Shares: 2,326	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,326

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael S. Burke	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Terrell K. Crews	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Pierre Dufour	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Donald E. Felsing	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Suzan F. Harrison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Juan R. Luciano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Patrick J. Moore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Francisco J. Sanchez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Debra A. Sandler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Lei Z. Schlitz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Kelvin R. Westbrook	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>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.</i>						

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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 Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.									
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline 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	Country: Bermuda	Primary Security ID: G0692U109	Meeting ID: 1415732
Record Date: 03/13/2020	Meeting Type: Annual	Ticker: AXS	
Primary CUSIP: G0692U109	Primary ISIN: BMG0692U1099	Primary SEDOL: 2677606	Proxy Level: N/A
	Shares Voted: 316	Votable Shares: 316	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 316

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas C. Ramey	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.2	Elect Director Wilhelm Zeller	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.3	Elect Director Lizabeth H. Zlatkus	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, 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.</i>							

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

Axis Capital Holdings Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Approve Deloitte Ltd. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 1.14 percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/23/2020	Auto-Approved	04/23/2020	316	316
Total Shares:								316	316

Boston Scientific Corporation

Meeting Date: 05/07/2020	Country: USA	Primary Security ID: 101137107	Meeting ID: 1411873
Record Date: 03/13/2020	Meeting Type: Annual	Ticker: BSX	
Primary CUSIP: 101137107	Primary ISIN: US1011371077	Primary SEDOL: 2113434	Proxy Level: 4
Shares Voted: 903	Votable Shares: 903	*Shares on Loan: 0	Shares Instructed: 903
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 Nelda J. Connors	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Charles J. Dockendorff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Yoshiaki Fujimori	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Donna A. James	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Edward J. Ludwig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Stephen P. MacMillan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Michael F. Mahoney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Boston Scientific Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director David J. Roux	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director John E. Sununu	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Ellen M. Zane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay performance are reasonably aligned at this time.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Report on Non-Management Employee Representation on the Board of Directors	SH	Yes	Against	Against	Against	Against
<i>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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2020	Auto-Approved	04/23/2020	903	903
Total Shares:							903	903

Curtiss-Wright Corporation

Meeting Date: 05/07/2020	Country: USA	Primary Security ID: 231561101	Meeting ID: 1411049
Record Date: 03/10/2020	Meeting Type: Annual	Ticker: CW	
Primary CUSIP: 231561101	Primary ISIN: US2315611010	Primary SEDOL: 2241205	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,208	Votable Shares: 1,208	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,208

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David C. Adams	Mgmt	Yes	For	For	Withhold	Withhold

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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 Instruction
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Dean M. Flatt	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director S. Marce Fuller	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director Bruce D. Hoechner	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.5	Elect Director Glenda J. Minor	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.6	Elect Director John B. Nathman	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.7	Elect Director Robert J. Rivet	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.8	Elect Director Albert E. Smith	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.9	Elect Director Peter C. Wallace	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.16 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/06/2020	Auto-Approved	04/07/2020	1,208	1,208
Total Shares:							1,208	1,208

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

DTE Energy Company

Meeting Date: 05/07/2020	Country: USA	Primary Security ID: 233331107	Meeting ID: 1406925
Record Date: 03/10/2020	Meeting Type: Annual	Ticker: DTE	
Primary CUSIP: 233331107	Primary ISIN: US2333311072	Primary SEDOL: 2280220	Proxy Level: 3
	Shares Voted: 291	Votable Shares: 291	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 291

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gerard M. Anderson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director David A. Brandon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Charles G. McClure, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Gail J. McGovern	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Mark A. Murray	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Gerardo Norcia	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Ruth G. Shaw	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Robert C. Skaggs, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director David A. Thomas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Gary H. Torgow	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director James H. Vandenberghe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Valerie M. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

DTE Energy Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.86 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although concerns are noted, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							
4	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as increased disclosure of the company's trade association policies, memberships, and executive-level oversight mechanisms can help shareholders assess DTE Energy's comprehensive political contribution activities and the company's management of associated risks and benefits.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2020	Auto-Approved	04/16/2020	291	291
Total Shares:							291	291

Eastman Chemical Company

Meeting Date: 05/07/2020	Country: USA	Primary Security ID: 277432100	Meeting ID: 1411703
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: EMN	
Primary CUSIP: 277432100	Primary ISIN: US2774321002	Primary SEDOL: 2298386	Proxy Level: 3
	Shares Voted: 795	Votable Shares: 795	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 795	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Humberto P. Alfonso	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Brett D. Begemann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Mark J. Costa	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Edward L. Doheny, II	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Eastman Chemical Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Julie F. Holder	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Renee J. Hornbaker	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Kim Ann Mink	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director James J. O'Brien	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director David W. Raisbeck	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Charles K. Stevens, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance remain relatively aligned.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 47.57 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/10/2020	Auto-Approved	04/10/2020	795	795
Total Shares:							795	795

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

Ecolab Inc.

Meeting Date: 05/07/2020	Country: USA	Primary Security ID: 278865100	Meeting ID: 1410055
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: ECL	
Primary CUSIP: 278865100	Primary ISIN: US2788651006	Primary SEDOL: 2304227	Proxy Level: 3
	Shares Voted: 494	Votable Shares: 494	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 494

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Shari L. Ballard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Barbara J. Beck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Jeffrey M. Ettinger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Arthur J. Higgins	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Michael Larson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director David W. MacLennan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Tracy B. McKibben	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Victoria J. Reich	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2019 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 Instruction
1k	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director John J. Zillmer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.54 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives were based on a pre-set objective measure with more rigorous goal achievement, and at least half of granted equity is performance conditioned.</i>							
4	Amend Proxy Access Right	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblum 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	Primary Security ID: 28176E108	Meeting ID: 1411879
Record Date: 03/13/2020	Meeting Type: Annual	Ticker: EW	
Primary CUSIP: 28176E108	Primary ISIN: US28176E1082	Primary SEDOL: 2567116	Proxy Level: 3
Shares Voted: 2,425	Votable Shares: 2,425	*Shares on Loan: 0	Shares Instructed: 2,425
Total Ballots: 1	Voting Policy: UUA		

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

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Reporting Period: 07/01/2019 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 Instruction
1b	Elect Director Kieran T. Gallahue	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1c	Elect Director Leslie S. Heisz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1d	Elect Director William J. Link	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director Steven R. Loranger	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1f	Elect Director Martha H. Marsh	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1g	Elect Director Ramona Sequeira	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1h	Elect Director Nicholas J. Valeriani	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						
3	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The shareholder value transfer appears to be within a reasonable range;- The plan does not allow for repricing of stock options without prior shareholder approval; and- The equity burn rate is reasonable.</i>						
4	Approve Stock Split	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Considering the company's recent stock price information, this proposal appears to be in shareholders' best interests.</i>						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.57 percent of the fees paid to the auditor are for non-audit purposes.</i>						
6	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the company's existing governance practices provide an effective counterbalance to the absence of a written consent right.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	04/10/2020	Auto-Approved	04/10/2020	2,425	2,425

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

Edwards Lifesciences Corporation

Total Shares: 2,425 2,425

IDEX Corporation

Meeting Date: 05/07/2020 **Country:** USA **Primary Security ID:** 45167R104 **Meeting ID:** 1409958
Record Date: 03/13/2020 **Meeting Type:** Annual **Ticker:** IEX

Primary CUSIP: 45167R104 **Primary ISIN:** US45167R1041 **Primary SEDOL:** 2456612 **Proxy Level:** 4

Shares Voted: 789 **Votable Shares:** 789 ***Shares on Loan:** 0 **Shares Instructed:** 789

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 Andrew K. Silvernail	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Katrina L. Helmkamp	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.3	Elect Director Mark A. Beck	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.4	Elect Director Carl R. Christenson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are relatively aligned.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 33.31 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
4	Report on Employee Representation on the Board of Directors	SH	Yes	Against	Against	Against	Against
<i>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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2020	Auto-Approved	04/23/2020	789	789
Total Shares:							789	789

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

IDEX Corporation

Rogers Corporation

Meeting Date: 05/07/2020	Country: USA	Primary Security ID: 775133101	Meeting ID: 1413192
Record Date: 03/05/2020	Meeting Type: Annual	Ticker: ROG	
Primary CUSIP: 775133101	Primary ISIN: US7751331015	Primary SEDOL: 2746700	Proxy Level: 3
	Shares Voted: 984	Votable Shares: 984	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 984

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Keith L. Barnes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Bruce D. Hoechner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Carol R. Jensen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Ganesh Moorthy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Jeffrey J. Owens	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Helene Simonet	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Peter C. Wallace	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.53 percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/09/2020	Auto-Approved	04/09/2020	984	984
Total Shares:							984	984

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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

Meeting Date: 05/07/2020	Country: USA	Primary Security ID: 500754106	Meeting ID: 1412920
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: KHC	
Primary CUSIP: 500754106	Primary ISIN: US5007541064	Primary SEDOL: BYRY499	Proxy Level: 3
	Shares Voted: 2,368	Votable Shares: 2,368	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,368

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory E. Abel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Alexandre Behring	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director John T. Cahill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Joao M. Castro-Neves	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Timothy Kenesey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Jorge Paulo Lemann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Susan Mulder	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director John C. Pope	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Elio Leoni Sceti	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Alexandre Van Damme	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director George Zoghbi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2019 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 Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, given a number of concerns regarding the CEO's front-loaded equity awards that underscore the current pay-for-performance misalignment. Given that the company states that the CEO's front-loaded equity awards are meant to cover equity-based pay until 2023, pay-for-performance considerations are heightened with respect to the front-loaded awards. While the majority of the front-loaded awards were granted in the form of performance shares, most of the CEO's performance shares are earned during a performance period that ends well before the CEO will be eligible to receive further equity awards, effectively reducing the portion of annualized pay that is based on ongoing performance goals. Further, the company does not disclose forward-looking performance goals for the large majority of the CEO's performance awards, nor does it clearly disclose the treatment of the CEO's front-loaded awards in connection with a termination of employment.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.03 percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Reduce Supermajority Vote Requirement	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: Approval of this proposal would further enhance the significant shareholders' voting power at the expense of unaffiliated shareholders. As such, a vote AGAINST this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/17/2020	Auto-Approved	04/17/2020	2,368	2,368
Total Shares:							2,368	2,368

Transocean Ltd.

Meeting Date: 05/07/2020	Country: Switzerland	Primary Security ID: H8817H100	Meeting ID: 1414088
Record Date: 04/20/2020	Meeting Type: Annual	Ticker: RIG	
Primary CUSIP: H8817H100	Primary ISIN: CH0048265513	Primary SEDOL: B3KFWW1	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 828	Votable Shares: 828	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 828

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as this is a routine item.</i>							

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

Transocean Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>						
3	Appropriation of Available Earnings for Fiscal Year 2019	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to carry forward the company's accumulated loss is warranted.</i>						
4	Approve the Renewal of Authorized Share Capital without Preemptive Rights	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it would limit issuances in exclusion of preemptive rights to 10 percent of share capital.</i>						
5A	Elect Director Glyn A. Barker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5B	Elect Director Vanessa C.L. Chang	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5C	Elect Director Frederico F. Curado	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5D	Elect Director Chadwick C. Deaton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5E	Elect Director Vincent J. Intrieri	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5F	Elect Director Samuel J. Merksamer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5G	Elect Director Frederik W. Mohn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5H	Elect Director Edward R. Muller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5I	Elect Director Diane de Saint Victor	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5J	Elect Director Tan Ek Kia	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5K	Elect Director Jeremy D. Thigpen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Transocean Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Elect Chadwick C. Deaton as Board Chairman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of Chadwick Deaton as chairman of the board is warranted given that the roles of chairman and CEO are separated and there are no governance concerns with the chairman.</i>						
7A	Appoint Glyn A. Barker as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted given that all the directors nominated to serve on the compensation committee are independent, and there are no governance concerns that would warrant negative recommendations on committee members at this time.</i>						
7B	Appoint Samuel J. Merksamer as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted given that all the directors nominated to serve on the compensation committee are independent, and there are no governance concerns that would warrant negative recommendations on committee members at this time.</i>						
7C	Appoint Tan Ek Kia as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted given that all the directors nominated to serve on the compensation committee are independent, and there are no governance concerns that would warrant negative recommendations on committee members at this time.</i>						
8	Designate Schweiger Advokatur / Notariat as Independent Proxy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the lack of concerns.</i>						
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
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
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
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i>						
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
	<i>Voting Policy Rationale: A vote FOR this item is warranted. As the company is classified as a US domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the US say-on-pay analysis. Support is further warranted given that the board has proposed a flat pay envelope for the executive management team.</i>						

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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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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 Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline 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	Country: USA	Primary Security ID: 92343V104	Meeting ID: 1410798
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: VZ	
Primary CUSIP: 92343V104	Primary ISIN: US92343V1044	Primary SEDOL: 2090571	Proxy Level: 4
	Shares Voted: 6,738	Votable Shares: 6,738	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 6,738

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Mark T. Bertolini	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Vittorio Colao	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Daniel H. Schulman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Rodney E. Slater	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Hans E. Vestberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Gregory G. Weaver	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Although concerns are noted in regard to certain perquisites, both short- and long-term incentive programs are primarily performance-based, and equity awards rely on multiyear performance periods.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.66 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Eliminate Above-Market Earnings in Executive Retirement Plans	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proposal is narrowly tailored to eliminate a benefit that is not a best practice. Although no participant received above-market earnings for FY2019, the practice does not appear to have been eliminated from the program. Lastly, above-market earnings are not a performance-based element of compensation and provide a benefit to executives which is not available to the broader employee population.</i>							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.</i>							
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices, such as its trade association payments and oversight mechanisms, would benefit shareholders in assessing its management of related risks.</i>							
7	Assess Feasibility of Data Privacy as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, and the fact that the company faces growing regulatory pressure and regulatory scrutiny in this area. Shareholders would benefit from additional information about how company executives are incentivized to increase consumer privacy protections.</i>							
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/17/2020	Auto-Approved	04/17/2020	6,738	6,738
Total Shares:							6,738	6,738

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

AbbVie Inc.

Meeting Date: 05/08/2020	Country: USA	Primary Security ID: 00287Y109	Meeting ID: 1410784
Record Date: 03/13/2020	Meeting Type: Annual	Ticker: ABBV	
Primary CUSIP: 00287Y109	Primary ISIN: US00287Y1091	Primary SEDOL: B92SR70	Proxy Level: 3
	Shares Voted: 362	Votable Shares: 362	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 362

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Edward M. Liddy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Melody B. Meyer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Frederick H. Waddell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>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.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although concerns are noted, pay and performance are reasonably aligned at this time.</i>						
4	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i>						
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's direct and indirect lobbying and oversight mechanisms, would provide shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.</i>						
6	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						
7	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, the company's current use of incentive program metrics which may be impacted by drug pricing, and the lack of comprehensive disclosure describing how risks related to public concern over drug pricing increases are taken into consideration in executive compensation programs.</i>						

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

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 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 board. There is at least 30 percent 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 board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The increase in total CEO pay was driven by an increase in his pension value, and not an increase to his direct pay. While the company introduced time-vesting equity into the LTI program in 2019, the program remains majority performance-based, and will revert to a 100 percent performance-based program in 2020. In addition, the company discloses that the CEO's target LTI value will be significantly lower in 2020. There is some concern raised regarding the lack of quantified target goals and the significant level of discretion for individual STI payout decisions, particularly given that NEOs received maximum payouts in 2019. However, this concern is mitigated for the year in review, as the maximum payouts provided to NEOs align with strong financial performance. Further, the company discloses targeted pay opportunities for NEOs, which provide a frame of reference for shareholders. Nevertheless, continued close monitoring of payout outcomes is warranted, given the discretionary nature of the annual program.							
3	Ratify Ernst & Young LLP as 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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	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

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

Alleghany Corporation

Total Shares: 100 100

Colgate-Palmolive Company

Meeting Date: 05/08/2020	Country: USA	Primary Security ID: 194162103	Meeting ID: 1411876
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: CL	
Primary CUSIP: 194162103	Primary ISIN: US1941621039	Primary SEDOL: 2209106	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,586	Votable Shares: 1,586	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,586

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director John T. Cahill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Lisa M. Edwards	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Helene D. Gayle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director C. Martin Harris	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Martina Hund-Mejean	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Lorrie M. Norrington	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Michael B. Polk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Stephen I. Sadove	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Noel R. Wallace	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Colgate-Palmolive Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 14.56 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/13/2020	Auto-Approved	04/13/2020	1,586	1,586
Total Shares:							1,586	1,586

CommScope Holding Company, Inc.

Meeting Date: 05/08/2020	Country: USA	Primary Security ID: 20337X109	Meeting ID: 1411298
Record Date: 03/10/2020	Meeting Type: Annual	Ticker: COMM	
Primary CUSIP: 20337X109	Primary ISIN: US20337X1090	Primary SEDOL: BFRBX34	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 100	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2a	Elect Director Frank M. Drendel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2b	Elect Director Joanne M. Maguire	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2c	Elect Director Thomas J. Manning	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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

CommScope Holding Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.16 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While STI goals appear rigorous, there are concerns with the LTI program, as NEOs were granted large front-loaded awards. While the grant is intended to cover multiple years of equity, the structure limits the compensation committee's ability to meaningfully adjust compensation in connection with company performance or unforeseen circumstances. Further, a majority of the award is composed of time-based options. In addition, performance options are measured annually and utilize an overlapping metric with the STI plan. Lastly, the grant provides multiple vesting opportunities, as unearned options may be earned in a single period if the sum of all goals are exceeded during that period.</i>							
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
6	Approve Removal of Common Shares Issuance Restriction in Connection with the Conversion or Redemption of Preferred Shares, Exercise of Participation Rights, and Voting of Preferred Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the amount of potential dilution in excess of the current cap is unknown, its removal would provide the company with greater financial flexibility to use cash or common shares as best warranted for conversions or redemptions.</i>							
7	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline 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	Country: USA	Primary Security ID: 260003108	Meeting ID: 1412371
Record Date: 03/12/2020	Meeting Type: Annual	Ticker: DOV	
Primary CUSIP: 260003108	Primary ISIN: US2600031080	Primary SEDOL: 2278407	Proxy Level: 3

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

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

Dover Corporation

Shares Voted: 1,081 **Votable Shares:** 1,081 ***Shares on Loan:** 0 **Shares Instructed:** 1,081
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director H. John Gilbertson, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director Kristiane C. Graham	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Michael F. Johnston	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Eric A. Spiegel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director Richard J. Tobin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Stephen M. Todd	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Stephen K. Wagner	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director Keith E. Wandell	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Mary A. Winston	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>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.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Following 2019's low say-on-pay vote result, the company conducted multiple rounds of shareholder engagement, disclosed the feedback received, and made pay program changes in response to investors' concerns. Further, pay and performance were reasonably aligned for the year in review. Nevertheless, investors should continue to monitor pay and performance outcomes as the STI program continues to apply significant weight to individual performance and the majority of the long-term incentive program continues to lack pre-set, objective performance goals in order for awards to vest.</i>						
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						

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

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	Country: USA	Primary Security ID: 571903202	Meeting ID: 1418542
Record Date: 03/13/2020	Meeting Type: Annual	Ticker: MAR	
Primary CUSIP: 571903202	Primary ISIN: US5719032022	Primary SEDOL: 2210614	Proxy Level: 3
	Shares Voted: 48	Votable Shares: 48	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 48

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director J.W. Marriott, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Bruce W. Duncan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Deborah Marriott Harrison	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Frederick A. "Fritz" Henderson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Eric Hippeau	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Lawrence W. Kellner	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Debra L. Lee	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Aylwin B. Lewis	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Margaret M. McCarthy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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

Marriott International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director George Munoz	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Susan C. Schwab	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Arne M. Sorenson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							
4	Eliminate Supermajority Vote Requirement	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>							
5	Prepare Employment Diversity Report	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible 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	Country: USA	Primary Security ID: 858119100	Meeting ID: 1411285
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: STLD	
Primary CUSIP: 858119100	Primary ISIN: US8581191009	Primary SEDOL: 2849472	Proxy Level: 3

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

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

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 Instruction
1.1	Elect Director Mark D. Millett	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.2	Elect Director Sheree L. Bargabos	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.3	Elect Director Keith E. Busse	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.4	Elect Director Frank D. Byrne	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.5	Elect Director Kenneth W. Cornew	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.6	Elect Director Traci M. Dolan	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.7	Elect Director James C. Marcuccilli	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.8	Elect Director Bradley S. Seaman	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.9	Elect Director Gabriel L. Shaheen	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.10	Elect Director Steven A. Sonnenberg	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.11	Elect Director Richard P. Teets, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.09 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/20/2020	Auto-Approved	04/20/2020	537	537

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

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
Total Ballots: 1	Shares Voted: 2,624	Votable Shares: 2,624	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,624

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kathie J. Andrade	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Paul G. Boynton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Ian D. Clough	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Susan E. Docherty	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Reginald D. Hedgebeth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Dan R. Henry - Withdrawn	Mgmt	No				
1.7	Elect Director Michael J. Herling	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Douglas A. Pertz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director George I. Stoeckert	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.99 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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

The Brink's 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
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 Country: USA Primary Security ID: 929160109 Meeting ID: 1412388
 Record Date: 03/11/2020 Meeting Type: Annual Ticker: VMC

Primary CUSIP: 929160109 Primary ISIN: US9291601097 Primary SEDOL: 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 Instruction
1a	Elect Director Melissa H. Anderson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director O. B. Grayson Hall, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director 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 diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Although a few concerns were noted, NEOs' compensation continued to be predominantly performance-based and pay and performance were reasonably aligned for the year in review.							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2020	Auto-Approved	04/16/2020	100	100
Total Shares:							100	100

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

Yum China Holdings, Inc.

Meeting Date: 05/08/2020	Country: USA	Primary Security ID: 98850P109	Meeting ID: 1412878
Record Date: 03/17/2020	Meeting Type: Annual	Ticker: YUMC	
Primary CUSIP: 98850P109	Primary ISIN: US98850P1093	Primary SEDOL: BYW4289	Proxy Level: 3
Total Ballots: 1	Shares Voted: 305	Votable Shares: 305	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 305

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred Hu	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Joey Wat	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Peter A. Bassi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Christian L. Campbell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Ed Yiu-Cheong Chan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Edouard Ettedgui	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Cyril Han	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Louis T. Hsieh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Ruby Lu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Zili Shao	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director William Wang	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG Huazhen LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						

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

Yum China Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
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	04/21/2020	Auto-Approved	04/21/2020	305	305
Total Shares:							305	305

Zimmer Biomet Holdings, Inc.

Meeting Date: 05/08/2020	Country: USA	Primary Security ID: 98956P102	Meeting ID: 1411891
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: ZBH	
Primary CUSIP: 98956P102	Primary ISIN: US98956P1021	Primary SEDOL: 2783815	Proxy Level: 3
Shares Voted: 520		Votable Shares: 520	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 520

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher B. Begley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Betsy J. Bernard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Gail K. Boudreaux	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Michael J. Farrell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Larry C. Glasscock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Robert A. Hagemann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Bryan C. Hanson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Zimmer Biomet Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Arthur J. Higgins	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Maria Teresa Hilado	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Syed Jafry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Michael W. Michelson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 23.26 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Following low support for the 2019 say-on-pay proposal, the company engaged with shareholders, disclosed their feedback in the proxy statement, and made meaningful changes to its compensation policies and practices. In addition, pay-for-performance concerns are sufficiently mitigated. Annual incentives and fifty percent of long-term awards are tied to objective performance metrics, and program outcomes are consistent with recent performance. However, concerns are noted regarding the rigor of annual and long-term incentive targets, which warrant continued monitoring.</i>							

Ballot Details

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

Meeting Date: 05/11/2020	Country: USA	Primary Security ID: 460146103	Meeting ID: 1415301
Record Date: 03/12/2020	Meeting Type: Annual	Ticker: IP	
Primary CUSIP: 460146103	Primary ISIN: US4601461035	Primary SEDOL: 2465254	Proxy Level: 4
	Shares Voted: 348	Votable Shares: 348	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 348

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. Burns	Mgmt	Yes	For	For	For	For

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

International Paper Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Christopher M. Connor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Ahmet C. Dorduncu	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Ilene S. Gordon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Anders Gustafsson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Jacqueline C. Hinman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Clinton A. Lewis, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Kathryn D. Sullivan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Mark S. Sutton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director J. Steven Whisler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Ray G. Young	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 14.47 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The short-term program is entirely based on pre-set financial metrics. Performance targets for the year in review were rigorous, and the below-target payout aligns with recent company performance. The long-term program continues to be entirely performance-conditioned and based on multi-year performance goals. The program also discloses forward-looking goals, though relative TSR targets merely the median of peers. A prior three-year grant also paid out below target, which tracks with the company's recent longer-term performance.</i>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i>							

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Reporting Period: 07/01/2019 to 06/30/2020
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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	Country: USA	Primary Security ID: 570535104	Meeting ID: 1411087
Record Date: 03/03/2020	Meeting Type: Annual	Ticker: MKL	
Primary CUSIP: 570535104	Primary ISIN: US5705351048	Primary SEDOL: 2566436	Proxy Level: 3
	Shares Voted: 21	Votable Shares: 21	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 21

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
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director Thomas S. Gayner	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Stewart M. Kasen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director Diane Leopold	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Lemuel E. Lewis	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Anthony F. Markel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Steven A. Markel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Darrell D. Martin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Harold L. Morrison, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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

Markel Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Michael O'Reilly	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.11	Elect Director Richard R. Whitt, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Approve Nonqualified Employee Stock Purchase Plan and Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.92 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2020	Auto-Approved	04/22/2020	21	21
Total Shares:							21	21

Newell Brands Inc.

Meeting Date: 05/11/2020	Country: USA	Primary Security ID: 651229106	Meeting ID: 1412380
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: NWL	
Primary CUSIP: 651229106	Primary ISIN: US6512291062	Primary SEDOL: 2635701	Proxy Level: 3
Total Ballots: 1	Shares Voted: 335	Votable Shares: 335	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 335

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
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Patrick D. Campbell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Newell Brands Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director James R. Craigie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Debra A. Crew	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Brett M. Icahn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Gerardo I. Lopez	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Courtney R. Mather	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Ravichandra K. Saligram	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Judith A. Spieser	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Robert A. Steele	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Steven J. Strobel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 14.09 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2020	Auto-Approved	04/23/2020	335	335
Total Shares:							335	335

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

Newell Brands Inc.

Uber Technologies, Inc.

Meeting Date: 05/11/2020	Country: USA	Primary Security ID: 90353T100	Meeting ID: 1414127
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: UBER	
Primary CUSIP: 90353T100	Primary ISIN: US90353T1007	Primary SEDOL: BK6N347	Proxy Level: 3
	Shares Voted: 12,515	Votable Shares: 12,515	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 12,515

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald Sugar	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Ursula Burns	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Robert Eckert	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Amanda Ginsberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Dara Khosrowshahi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Wan Ling Martello	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Yasir Al-Rumayyan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director John Thain	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director David I. Trujillo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. 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.</i>						

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

Uber Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year	
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.								
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 1.20 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
Sands Capital Mgmt, 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	Country: USA	Primary Security ID: 88579Y101	Meeting ID: 1393606
Record Date: 03/17/2020	Meeting Type: Annual	Ticker: MMM	
Primary CUSIP: 88579Y101	Primary ISIN: US88579Y1010	Primary SEDOL: 2595708	Proxy Level: 3
	Shares Voted: 428	Votable Shares: 428	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 428

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

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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 Instruction
1g	Elect Director Muhtar Kent	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Dambisa F. Moyo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Michael F. Roman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Patricia A. Woertz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.83 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
4	Consider Pay Disparity Between Executives and Other Employees	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons:- Consideration of pay grades and/or salary ranges of all classification of company employees when setting target amounts for CEO compensation would serve to further eliminate excessive pay disparities; and- Excessive pay disparities could pose risks to long-term shareholder value, and impact employee morale as well as a company's standing in the communities in which it operates.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2020	Auto-Approved	04/16/2020	428	428
Total Shares:							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	Primary ISIN: US0534841012	Primary SEDOL: 2131179	Proxy Level: 3

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

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

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
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1b	Elect Director Terry S. Brown	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1c	Elect Director Alan B. Buckelew	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1d	Elect Director Ronald L. Havner, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1e	Elect Director Stephen P. Hills	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1f	Elect Director Richard J. Lieb	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director Timothy J. Naughton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1h	Elect Director H. Jay Sarles	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1i	Elect Director Susan Swanezy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1j	Elect Director W. Edward Walter	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 23.95 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Support FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Eliminate Supermajority Vote Requirement for Future Charter Amendments and Other Extraordinary Actions	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i>						

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

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 Country: USA Primary Security ID: 131193104 Meeting ID: 1412067
 Record Date: 03/16/2020 Meeting Type: Annual Ticker: ELY

Primary CUSIP: 131193104 Primary ISIN: US1311931042 Primary SEDOL: 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 Instruction
1.1	Elect Director Oliver G. (Chip) Brewer, III	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Samuel H. Armacost	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Scott H. Baxter	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director John C. Cushman, III	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Laura J. Flanagan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.6	Elect Director Russell L. Fleischer	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director John F. Lundgren	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.8	Elect Director Adebayo O. Ogunlesi	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.9	Elect Director Linda B. Segre	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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

Callaway Golf Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Anthony S. Thornley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.74 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Eliminate Cumulative Voting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: In connection with this proposed amendment to eliminate cumulative voting, if approved, the board will unilaterally amend the bylaws to adopt a majority vote standard for director elections (with a plurality carve-out and a resignation policy) and a proxy access bylaw provision consistent with good market practices. As a result, in addition to the annually-elected board, the company will have significant safeguards in place to offset the lack of cumulative voting. Therefore, a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/01/2020	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	Primary Security ID: 12503M108	Meeting ID: 1415679
Record Date: 03/19/2020	Meeting Type: Annual	Ticker: CBOE	
Primary CUSIP: 12503M108	Primary ISIN: US12503M1080	Primary SEDOL: B5834C5	Proxy Level: 3
Total Ballots: 2	Shares Voted: 229	Votable Shares: 229	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 229

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward T. Tilly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Eugene S. Sunshine	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director William M. Farrow, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Cboe Global Markets, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Edward J. Fitzpatrick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Janet P. Froetscher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jill R. Goodman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Roderick A. Palmore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director James E. Parisi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Joseph P. Ratterman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Michael L. Richter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Jill E. Sommers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Fredric J. Tomczyk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.36 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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

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

ConocoPhillips

Meeting Date: 05/12/2020	Country: USA	Primary Security ID: 20825C104	Meeting 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
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 6,584

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles E. Bunch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Caroline Maury Devine	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director John V. Faraci	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Jody Freeman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Gay Huey Evans	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jeffrey A. Joerres	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Ryan M. Lance	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director William H. McRaven	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Sharmila Mulligan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Arjun N. Murti	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Robert A. Niblock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director David T. Seaton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director R. A. Walker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

ConocoPhillips

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	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	Country: USA	Primary Security ID: 231021106	Meeting ID: 1413820
Record Date: 03/10/2020	Meeting Type: Annual	Ticker: CMI	
Primary CUSIP: 231021106	Primary ISIN: US2310211063	Primary SEDOL: 2240202	Proxy Level: 3
Total Ballots: 1	Shares Voted: 251	Votable Shares: 251	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 251

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director N. Thomas Linebarger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Elect Director Robert J. Bernhard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3	Elect Director Franklin R. Chang Diaz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4	Elect Director Bruno V. Di Leo Allen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Cummins Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Elect Director Stephen B. Dobbs	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
6	Elect Director Robert K. Herdman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
7	Elect Director Alexis M. Herman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
8	Elect Director Thomas J. Lynch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
9	Elect Director William I. Miller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
10	Elect Director Georgia R. Nelson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
11	Elect Director Karen H. Quintos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While much of the increase in pay can be attributed to a change in pension value, the company also increased the CEO's LTI target for FY19 with limited rationale, an issue which warrants continued monitoring. Nevertheless, both short- and long-term programs utilize pre-set, objective metrics for the year in review, with clear disclosure of target, minimum, and maximum goals and targets requiring growth over prior performance. Lastly, long-term incentives use a multi-year performance period.</i>						
13	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.50 percent of the fees paid to the auditor are for non-audit purposes.</i>						
14	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as requiring shareholder ratification of any bylaw amendments adopted by the board would be overly burdensome. In addition, shareholders have effective recourse to modify a bylaw adopted by the board, if necessary.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/17/2020	Auto-Approved	04/17/2020	251	251
Total Shares:							251	251

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

HP Inc.

Meeting Date: 05/12/2020	Country: USA	Primary Security ID: 40434L105	Meeting ID: 1412377
Record Date: 03/25/2020	Meeting Type: Annual	Ticker: HPQ	
Primary CUSIP: 40434L105	Primary ISIN: US40434L1052	Primary SEDOL: BYX4D52	Proxy Level: 3
	Shares Voted: 281	Votable Shares: 281	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 281

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Aida M. Alvarez	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Shumeet Banerji	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Robert R. Bennett	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Charles "Chip" V. Bergh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Stacy Brown-Philpot	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Stephanie A. Burns	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Mary Anne Citrino	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Richard L. Clemmer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Enrique Lores	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Yoky Matsuoka	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Stacey Mobley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Subra Suresh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

HP Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.30 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time.</i>							
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and number of shares reserved is reasonable, and the offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Country: USA	Primary Security ID: 540424108	Meeting ID: 1415085
Record Date: 03/17/2020	Meeting Type: Annual	Ticker: L	
Primary CUSIP: 540424108	Primary ISIN: US5404241086	Primary SEDOL: 2523022	Proxy Level: 3
Total Ballots: 1	Shares Voted: 4,374	Votable Shares: 4,374	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 4,374

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
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Joseph L. Bower	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Charles D. Davidson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

Loews Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Charles M. Diker	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director Paul J. Fribourg	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1f	Elect Director Walter L. Harris	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee.</i>						
1g	Elect Director Philip A. Laskawy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director Susan P. Peters	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Andrew H. Tisch	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director James S. Tisch	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1k	Elect Director Jonathan M. Tisch	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1l	Elect Director Anthony Welters	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance remain reasonably aligned.</i>						
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Report on Political Contributions	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as increased disclosure of the company's trade association policies, memberships, and executive-level oversight mechanisms can help shareholders assess Loews's comprehensive political contribution activities and the company's management of associated risks and benefits.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/17/2020	Auto-Approved	04/17/2020	4,374	4,374
Total Shares:							4,374	4,374

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

Loews Corporation

Marriott Vacations Worldwide Corporation

Meeting Date: 05/12/2020 **Country:** USA **Primary Security ID:** 57164Y107 **Meeting ID:** 1414047
Record Date: 03/16/2020 **Meeting Type:** Annual **Ticker:** VAC

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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director William W. McCarten	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director William J. Shaw	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.07 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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 **Country:** USA **Primary Security ID:** 552690109 **Meeting ID:** 1412922
Record Date: 03/13/2020 **Meeting Type:** Annual **Ticker:** MDU

Primary CUSIP: 552690109 **Primary ISIN:** US5526901096 **Primary SEDOL:** 2547323 **Proxy Level:** 3

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

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas Everist	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Karen B. Fagg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director David L. Goodin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Mark A. Hellerstein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Dennis W. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Patricia L. Moss	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Edward A. Ryan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director David M. Sparby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Chenxi Wang	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director John K. Wilson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details

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

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

MDU Resources Group, Inc.

Mirati Therapeutics, Inc.

Meeting Date: 05/12/2020	Country: USA	Primary Security ID: 60468T105	Meeting ID: 1422917
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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,865

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles M. Baum	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Bruce L.A. Carter	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Julie M. Cherrington	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Aaron I. Davis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Henry J. Fuchs	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Michael Grey	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Faheem Hasnain	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Craig Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Maya Martinez-Davis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. While the 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.</i>						

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

Mirati Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 16.23 percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 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	Country: USA	Primary Security ID: 553498106	Meeting ID: 1417793
Record Date: 02/12/2020	Meeting Type: Annual	Ticker: MSA	
Primary CUSIP: 553498106	Primary ISIN: US5534981064	Primary SEDOL: BKM4S16	Proxy Level: 3
Shares Voted: 1,317		Votable Shares: 1,317	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,317

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director William M. Lambert	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.2	Elect Director Diane M. Pearse	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.3	Elect Director Nishan J. Vartanian	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Ratify Ernst & Young LLP as 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.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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

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

MSA Safety Incorporated

Nielsen Holdings plc

Meeting Date: 05/12/2020 **Country:** United Kingdom **Primary Security ID:** G6518L108 **Meeting ID:** 1415334
Record Date: 03/20/2020 **Meeting Type:** Annual **Ticker:** NLSN

Primary CUSIP: G6518L108 **Primary ISIN:** GB00BWFY5505 **Primary SEDOL:** BWFY550 **Proxy Level:** N/A

Shares Voted: 416 **Votable Shares:** 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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Thomas H. Castro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Guerrino De Luca	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Karen M. Hoguet	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director David Kenny	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Harish Manwani	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Janice Marinelli Mazza	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Robert C. Pozen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director David Rawlinson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Nancy Tellem	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Javier G. Teruel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Nielsen Holdings plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Elect Director Lauren Zalaznick	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.21 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Reappoint Ernst & Young LLP as UK Statutory Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.21 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Authorize the Audit Committee to Fix Remuneration of UK Statutory Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although pay and performance misalignment concerns were mitigated by lower pay, a portion of which is attributable to a make-whole award, and annual and long-term programs that are primarily based on objective financial and operational goals with clearly disclosed targets, such mitigating factors were offset by excessive payments and benefits provided to NEO Anderson upon his resignation. These payments and benefits, which were provided in exchange for certain covenants and support services, include \$1.3 million in cash and partial prorated vesting of outstanding equity awards. While investors may expect to see modest payments in exchange for certain covenants, the payments and benefits Anderson received significantly exceed the amount he would otherwise be entitled to upon a resignation.</i>						
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: As the company is classified as a US domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote AGAINST this item is warranted.</i>						
7	Authorise Issue of Equity	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Item 7A vote AGAINST resolution 7 is warranted because:- The duration of the proposal is for longer than 18 months, contrary to recommended limits; and- The Company has not, in the past, sought renewal of the authority each year, nor has it committed to seek annual renewal going forwardItem 8A vote AGAINST resolution 8 is warranted because:- The duration of the proposal is for longer than 18 months, contrary to recommended limits; and- The proposed amount exceeds recommended limits of 10 percent of issued share capital.</i>						
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Item 7A vote AGAINST resolution 7 is warranted because:- The duration of the proposal is for longer than 18 months, contrary to recommended limits; and- The Company has not, in the past, sought renewal of the authority each year, nor has it committed to seek annual renewal going forwardItem 8A vote AGAINST resolution 8 is warranted because:- The duration of the proposal is for longer than 18 months, contrary to recommended limits; and- The proposed amount exceeds recommended limits of 10 percent of issued share capital.</i>						
9	Approve Share Repurchase Contracts and Repurchase Counterparties	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given a lack of significant concerns regarding the terms of the repurchase contracts.</i>						

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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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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	Country: USA	Primary Security ID: 744320102	Meeting ID: 1412355
Record Date: 03/13/2020	Meeting Type: Annual	Ticker: PRU	
Primary CUSIP: 744320102	Primary ISIN: US7443201022	Primary SEDOL: 2819118	Proxy Level: 3
	Shares Voted: 207	Votable Shares: 207	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 207

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas J. Baltimore, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Gilbert F. Casellas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Robert M. Falzon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Martina Hund-Mejean	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Karl J. Krapek	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Peter R. Lighte	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Charles F. Lowrey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director George Paz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Christine A. Poon	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Douglas A. Scovanner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director Michael A. Todman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.34 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Support FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/21/2020	Auto-Approved	04/21/2020	207	207
Total Shares:							207	207

QEP Resources, Inc.

Meeting Date: 05/12/2020	Country: USA	Primary Security ID: 74733V100	Meeting ID: 1414244
Record Date: 03/19/2020	Meeting Type: Annual	Ticker: QEP	
Primary CUSIP: 74733V100	Primary ISIN: US74733V1008	Primary SEDOL: B60X657	Proxy Level: 3
Total Ballots: 1	Shares Voted: 5,726	Votable Shares: 5,726	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 5,726

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Phillips S. Baker, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Timothy J. Cutt	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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

QEP Resources, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Julie A. Dill	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1d	Elect Director Joseph N. Jagers	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1e	Elect Director Michael J. Minarovic	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1f	Elect Director Mary Shafer-Malicki	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1g	Elect Director Barth E. Whitham	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The committee demonstrated sufficient responsiveness to shareholder concerns following last year's failed say-on-pay vote result, by disclosing specific engagement efforts with shareholders and implementing several improvements to the executive pay program in response to shareholder feedback. Additionally, pay and performance are reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>							
4	Approve Reverse Stock Split	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the number of authorized shares would be proportionally reduced following the reverse stock split. In addition, the reverse split may enable the company to maintain listing of its common stock on the NYSE.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2020	Auto-Approved	04/22/2020	5,726	5,726
Total Shares:							5,726	5,726

Realty Income Corporation

Meeting Date: 05/12/2020	Country: USA	Primary Security ID: 756109104	Meeting ID: 1415335
Record Date: 03/12/2020	Meeting Type: Annual	Ticker: O	
Primary CUSIP: 756109104	Primary ISIN: US7561091049	Primary SEDOL: 2724193	Proxy Level: 3

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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 **Votable Shares:** 708 ***Shares on Loan:** 0 **Shares Instructed:** 708
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathleen R. Allen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director A. Larry Chapman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Reginald H. Gilyard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Priya Cherian Huskins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Christie B. Kelly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Gerardo I. Lopez	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Michael D. McKee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Gregory T. McLaughlin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Ronald L. Merriman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Sumit Roy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2020	Auto-Approved	04/16/2020	708	708

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Realty Income Corporation

Total Shares: **708** **708**

T. Rowe Price Group, Inc.

Meeting Date: 05/12/2020	Country: USA	Primary Security ID: 74144T108	Meeting ID: 1411858
Record Date: 03/11/2020	Meeting Type: Annual	Ticker: TROW	
Primary CUSIP: 74144T108	Primary ISIN: US74144T1088	Primary SEDOL: 2702337	Proxy Level: 3
Total Ballots: 2	Shares Voted: 460	Votable Shares: 460	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 460

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark S. Bartlett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mary K. Bush	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Dina Dublon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Freeman A. Hrabowski, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Robert F. MacLellan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Olympia J. Snowe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Robert J. Stevens	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director William J. Stromberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Richard R. Verma	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Sandra S. Wijnberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Alan D. Wilson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

T. Rowe Price Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although certain concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.17 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Report on and Assess Proxy Voting Policies in Relation to Climate Change Position	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the requested report would benefit shareholders by allowing them to assess the company's policies and proxy voting practices on climate change-related issues, as well as providing a better understanding of the company's policy positions on climate change.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/25/2020	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	Country: USA	Primary Security ID: 410867105	Meeting ID: 1412691
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: THG	
Primary CUSIP: 410867105	Primary ISIN: US4108671052	Primary SEDOL: 2020415	Proxy Level: 3
Shares Voted: 100		Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 100

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

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Reporting Period: 07/01/2019 to 06/30/2020
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The Hanover Insurance Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.3	Elect Director Wendell J. Knox	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.4	Elect Director Kathleen S. Lane	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.									
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 5.21 percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	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	100	100
Total Shares:								100	100

The Hershey Company

Meeting Date: 05/12/2020	Country: USA	Primary Security ID: 427866108	Meeting ID: 1415665
Record Date: 03/13/2020	Meeting Type: Annual	Ticker: HSY	
Primary CUSIP: 427866108	Primary ISIN: US4278661081	Primary SEDOL: 2422806	Proxy Level: 3
Shares Voted: 536	Votable Shares: 536	*Shares on Loan: 0	Shares Instructed: 536
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela M. Arway	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director James W. Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Michele G. Buck	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Victor L. Crawford	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

The Hershey Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Charles A. Davis	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Mary Kay Haben	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director James C. Katzman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director M. Diane Koken	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Robert M. Malcolm	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Anthony J. Palmer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Juan R. Perez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Wendy L. Schoppert	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director David L. Shedlarz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.69 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are largely based on objective financial measures and although goals are not forwardly disclosed, equity grants are predominately performance based.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2020	Auto-Approved	04/22/2020	536	536
Total Shares:							536	536

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

W. R. Grace & Co.

Meeting Date: 05/12/2020	Country: USA	Primary Security ID: 38388F108	Meeting ID: 1414419
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: GRA	
Primary CUSIP: 38388F108	Primary ISIN: US38388F1084	Primary SEDOL: 2232685	Proxy Level: 3
	Shares Voted: 1,163	Votable Shares: 1,163	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,163

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Julie Fasone Holder	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Christopher J. Steffen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Shlomo Yanai	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>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.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/09/2020	Auto-Approved	04/12/2020	1,163	1,163
Total Shares:							1,163	1,163

Alexion Pharmaceuticals, Inc.

Meeting Date: 05/13/2020	Country: USA	Primary Security ID: 015351109	Meeting ID: 1412343
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: ALXN	
Primary CUSIP: 015351109	Primary ISIN: US0153511094	Primary SEDOL: 2036070	Proxy Level: 3
	Shares Voted: 32	Votable Shares: 32	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 32

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Felix J. Baker	Mgmt	Yes	For	For	Against	Against

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

Alexion Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director David R. Brennan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.3	Elect Director Christopher J. Coughlin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.4	Elect Director Deborah Dunsire	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.5	Elect Director Paul A. Friedman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.6	Elect Director Ludwig N. Hantson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.7	Elect Director John T. Mollen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.8	Elect Director Francois Nader	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.9	Elect Director Judith A. Reinsdorf	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.10	Elect Director Andreas Rummelt	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual and long-term incentive awards are primarily tied to objective performance conditions, with reasonably rigorous goals. While annual awards include a discretionary individual performance component, the CEO's payout for 2019 was not increased based on individual performance. In addition, PSUs for the 2017-2019 performance cycle were not earned. However, increasing CEO pay opportunities warrant continued monitoring.</i>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as 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.</i>							

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

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	Country: USA	Primary Security ID: 026874784	Meeting ID: 1414837
Record Date: 03/18/2020	Meeting Type: Annual	Ticker: AIG	
Primary CUSIP: 026874784	Primary ISIN: US0268747849	Primary SEDOL: 2027342	Proxy Level: 4
	Shares Voted: 2,124	Votable Shares: 2,124	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 2,124	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Don Cornwell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Brian Duperreault	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director John H. 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 William G. Jurgensen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Christopher S. Lynch	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Henry S. Miller	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Linda A. Mills	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Thomas F. Motamed	Mgmt	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 Peter R. Porrino	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Amy L. Schioldager	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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

American International Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Douglas M. Steenland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Therese M. Vaughan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Following low support for the say-on-pay proposal in two consecutive years, the company engaged with shareholders, relayed concerns raised by investors, and made meaningful improvements to address those concerns. The refreshed annual incentive program emphasizes objective financial and operational metrics with full disclosure of quantified performance targets. The CEO's lower equity grant value in FY19 more appropriately reflects long-term performance, and the introduction of a vesting cap for below-median performance will serve to more closely align payouts with shareholders' experience. Nonetheless, there are certain structural concerns identified. Both the STI and LTI programs allow for considerable upward adjustments to awards for either individual performance or by committee discretion. Some investors may prefer to see narrower limitations set on such adjustments. Further, the continued non-disclosure of forward-looking LTI performance goals diminishes the transparency of recent awards. These issues warrant continued close monitoring.</i>							
3	Amend Securities Transfer Restrictions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed duration of the protective amendment is reasonable, the value of the NOLs to be protected is material, and the company's governance structure is not cause for concern.</i>							
4	Ratify NOL Rights Plan (NOL Pill)	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The duration of the NOL pill is reasonable, the value of the NOLs to be protected is material, and there are no significant concerns with the company's governance practices at this time.</i>							
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.80 percent of the fees paid to the auditor are for non-audit purposes.</i>							
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/17/2020	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

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

American Water Works Company, Inc.

Meeting Date: 05/13/2020	Country: USA	Primary Security ID: 030420103	Meeting ID: 1414743
Record Date: 03/17/2020	Meeting Type: Annual	Ticker: AWK	
Primary CUSIP: 030420103	Primary ISIN: US0304201033	Primary SEDOL: B2R3PV1	Proxy Level: 3
	Shares Voted: 533	Votable Shares: 533	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 533

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey N. Edwards	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Martha Clark Goss	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Veronica M. Hagen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Kimberly J. Harris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Julia L. Johnson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Patricia L. Kampling	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Karl F. Kurz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Walter J. Lynch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director George MacKenzie	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director James G. Stavridis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Lloyd M. Yates	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						

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

American Water Works Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 4.63 percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	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:								533	533

Dunkin' Brands Group, Inc.

Meeting Date: 05/13/2020	Country: USA	Primary Security ID: 265504100	Meeting ID: 1415899
Record Date: 03/19/2020	Meeting Type: Annual	Ticker: DNKN	
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		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Boff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Irene Chang Britt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Michael F. Hines	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were found at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.71 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/14/2020	Auto-Approved	04/14/2020	108	108

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

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:** 0 **Shares Instructed:** 53

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Ahearn	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.2	Elect Director Sharon L. Allen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.3	Elect Director Richard D. Chapman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.4	Elect Director George A. ("Chip") Hambro	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.5	Elect Director Molly E. Joseph	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.6	Elect Director Craig Kennedy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.7	Elect Director William J. Post	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.8	Elect Director Paul H. Stebbins	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.9	Elect Director Michael T. Sweeney	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1.10	Elect Director Mark R. Widmar	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.44 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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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 Instruction		
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
4	Advisory 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
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/15/2020	Auto-Approved	04/15/2020	53	53
Total Shares:								53	53

Floor & Decor Holdings, Inc.

Meeting Date: 05/13/2020	Country: USA	Primary Security ID: 339750101	Meeting ID: 1410394
Record Date: 03/17/2020	Meeting Type: Annual	Ticker: FND	
Primary CUSIP: 339750101	Primary ISIN: US3397501012	Primary SEDOL: BYQHP96	Proxy Level: 3
	Shares Voted: 9,300	Votable Shares: 9,300	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		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
<i>Voting Policy Rationale: A vote AGAINST incumbent director nominees David Kaplan, Peter Starrett, and George West is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. Less than 30% of the board is diverse.</i>							
1b	Elect Director Peter M. Starrett	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent director nominees David Kaplan, Peter Starrett, and George West is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. Less than 30% of the board is diverse.</i>							
1c	Elect Director George Vincent West	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent director nominees David Kaplan, Peter Starrett, and George West is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. Less than 30% of the board is diverse.</i>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.01 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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

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

Floor & Decor Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
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
Sands Capital Mgmt, 6728029078		6728029078	Confirmed	Auto-Instructed	04/14/2020	Auto-Approved	04/14/2020	9,300	9,300
Total Shares:							9,300	9,300	

HollyFrontier Corporation

Meeting Date: 05/13/2020	Country: USA	Primary Security ID: 436106108	Meeting ID: 1412347
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: HFC	
Primary CUSIP: 436106108	Primary ISIN: US4361061082	Primary SEDOL: 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
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Douglas Y. Bech	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Anna C. Catalano	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1d	Elect Director Leldon E. Echols	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Michael C. Jennings	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director R. Craig Knocke	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2019 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 Instruction
1g	Elect Director Robert J. Kostelnik	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1h	Elect Director James H. Lee	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1i	Elect Director Franklin Myers	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1j	Elect Director Michael E. Rose	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Support for the advisory compensation proposal is warranted, with caution. While CEO pay and company performance remain reasonably aligned, the company provided an enhanced severance/retirement package to an NEO.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 18.10 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/20/2020	Auto-Approved	04/20/2020	509	509
Total Shares:							509	509

Integra LifeSciences Holdings Corporation

Meeting Date: 05/13/2020	Country: USA	Primary Security ID: 457985208	Meeting ID: 1418540
Record Date: 03/30/2020	Meeting Type: Annual	Ticker: IART	
Primary CUSIP: 457985208	Primary ISIN: US4579852082	Primary SEDOL: 2248693	Proxy Level: 3
Total Ballots: 1	Shares Voted: 212	Votable Shares: 212	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 212

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

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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 Instruction
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Rhonda Germany Ballintyn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Keith Bradley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Stuart M. Essig	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Barbara B. Hill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Lloyd W. Howell, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Donald E. Morel, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Raymond G. Murphy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Christian S. Schade	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 36.61 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/20/2020	Auto-Approved	04/20/2020	212	212
Total Shares:							212	212

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

Integra LifeSciences Holdings Corporation

Iron Mountain Incorporated

Meeting Date: 05/13/2020	Country: USA	Primary Security ID: 46284V101	Meeting ID: 1416494
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: IRM	
Primary CUSIP: 46284V101	Primary ISIN: US46284V1017	Primary SEDOL: BVFTF03	Proxy Level: 3
	Shares Voted: 585	Votable Shares: 585	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 585	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Pamela M. Arway	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Clarke H. Bailey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Kent P. Dauten	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Paul F. Deninger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Monte Ford	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Per-Kristian Halvorsen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Robin L. Matlock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director William L. Meaney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Wendy J. Murdock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Walter C. Rakowich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Doyle R. Simons	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2019 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 Instruction		
1m	Elect Director Alfred J. Verrecchia	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.									
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 18.93 percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/17/2020	Auto-Approved	04/17/2020	585	585
Total Shares:								585	585

Kinder Morgan, Inc.

Meeting Date: 05/13/2020	Country: USA	Primary Security ID: 49456B101	Meeting ID: 1416256
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: KMI	
Primary CUSIP: 49456B101	Primary ISIN: US49456B1017	Primary SEDOL: B3NQ4P8	Proxy Level: 3
Shares Voted: 3,048		Votable Shares: 3,048	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares 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
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Steven J. Kean	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director Kimberly A. Dang	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director Ted A. Gardner	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.5	Elect Director Anthony W. Hall, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

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
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Ronald L. Kuehn, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Deborah A. Macdonald	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Michael C. Morgan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director Arthur C. Reichstetter	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director Faye Sarofim	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.12	Elect Director C. Park Shaper	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.13	Elect Director William A. Smith	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.14	Elect Director Joel V. Staff	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.15	Elect Director Robert F. Vagt	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.16	Elect Director Perry M. Waughtal	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.55 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. However, concerns remain given the relatively weak linkage to performance in annual incentive programs.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/20/2020	Auto-Approved	04/20/2020	3,048	3,048

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

Kinder Morgan, Inc.

Total Shares: 3,048 3,048

Kohl's Corporation

Meeting Date: 05/13/2020	Country: USA	Primary Security ID: 500255104	Meeting ID: 1412352
Record Date: 03/11/2020	Meeting Type: Annual	Ticker: KSS	
Primary CUSIP: 500255104	Primary ISIN: US5002551043	Primary SEDOL: 2496113	Proxy Level: 3
Total Ballots: 1	Shares Voted: 277	Votable Shares: 277	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 277

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael J. Bender	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Peter Boneparth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Steven A. Burd	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Yael Cosset	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director H. Charles Floyd	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Michelle Gass	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Jonas Prising	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director John E. Schlifske	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Adrienne Shapira	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Kohl's Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Frank V. Sica	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Stephanie A. Streeter	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 32.88 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's existing good governance practices provide an effective counterbalance to the absence of a meaningful right to act by written consent.</i>							
5	Adopt Vendor Policy Regarding Oversight on Animal Welfare Throughout the Supply Chain	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons:- Kohl's public disclosures of its 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2020	Auto-Approved	04/22/2020	277	277
Total Shares:							277	277

Mondelez International, Inc.

Meeting Date: 05/13/2020	Country: USA	Primary Security ID: 609207105	Meeting ID: 1413396
Record Date: 03/12/2020	Meeting Type: Annual	Ticker: MDLZ	
Primary CUSIP: 609207105	Primary ISIN: US6092071058	Primary SEDOL: B8CKK03	Proxy Level: 3

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

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

Mondelez International, Inc.

Shares Voted: 2,729 **Votable Shares:** 2,729 ***Shares on Loan:** 0 **Shares Instructed:** 2,729
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lewis W.K. Booth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Charles E. Bunch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Debra A. Crew	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Lois D. Juliber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Peter W. May	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Jorge S. Mesquita	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Fredric G. Reynolds	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Christiana S. Shi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Michael A. Todman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Jean-Francois M. L. van Boxmeer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Dirk Van de Put	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. After receiving relatively low shareholder support for the 2019 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.</i>						

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

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
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	
Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons:- Consideration of pay grades and/or salary ranges of all classification of company employees when setting target amounts for CEO compensation would serve to further eliminate excessive pay disparities. - Excessive pay disparities could pose risks to long-term shareholder value, and impact employee morale as well as a company's standing in the communities in which it operates.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	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	Country: USA	Primary Security ID: 69351T106	Meeting ID: 1415907
Record Date: 02/28/2020	Meeting Type: Annual	Ticker: PPL	
Primary CUSIP: 69351T106	Primary ISIN: US69351T1060	Primary SEDOL: 2680905	Proxy Level: 3
Shares Voted: 1,860		Votable Shares: 1,860	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,860

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John W. Conway	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Steven G. Elliott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Raja Rajamannar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Craig A. Rogerson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Vincent Sorgi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

PPL Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director William H. Spence	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Natica von Althann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Keith H. Williamson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Phoebe A. Wood	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Armando Zagalo de Lima	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The increase in total pay to the CEO over the prior year is attributed to an increase in his pension value. The short-term program consisted entirely of pre-set metrics with objective performance criteria. The long-term program is predominately performance-conditioned, with metrics that utilize a multi-year performance period, while disclosing forward-looking goals. One concern in both programs is the goal rigor, as the STI used a financial target set below the prior year's actual performance, while half of the LTI targets merely median performance for a relative metric. Further monitoring of the company's target-setting practices is warranted.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.04 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

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

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

Primerica, Inc.

Total Ballots: 1		Shares Voted: 1,333	Votable Shares: 1,333		*Shares on Loan: 0	Shares Instructed: 1,333	
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Addison, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Joel M. Babbitt	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director P. George Benson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director C. Saxby Chambliss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Gary L. Crittenden	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Cynthia N. Day	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Sanjeev Dheer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Beatriz R. Perez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director D. Richard Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Glenn J. Williams	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Barbara A. Yastine	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.						

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

Primerica, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Ratify KPMG LLP as 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.									
Ballot Details									
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	04/15/2020	Auto-Approved	04/15/2020	1,333	1,333
Total Shares:							1,333	1,333	

Range Resources Corporation

Meeting Date: 05/13/2020	Country: USA	Primary Security ID: 75281A109	Meeting ID: 1416225
Record Date: 03/27/2020	Meeting Type: Annual	Ticker: RRC	
Primary CUSIP: 75281A109	Primary ISIN: US75281A1097	Primary SEDOL: 2523334	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,091	Votable Shares: 1,091	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,091

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brenda A. Cline	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director James M. Funk	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1c	Elect Director Steve D. Gray	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1d	Elect Director Greg G. Maxwell	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1e	Elect Director Steffen E. Palko	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1f	Elect Director Jeffrey L. Ventura	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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

Range Resources Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the pay-for-performance misalignment has not been mitigated for the year in review. Following last year's low say-on-pay vote, the compensation committee engaged with shareholders, provided feedback, and made some improvement to the pay program for FY20. However, pay program concerns persist for the year in review. Certain targets in the annual incentive program were set below the previous year's actual results, including one which was achieved above maximum. While the committee eliminated overlap between the STI and LTI plans in FY20, half of the performance-based equity will continue to be earned based on annual performance periods. In addition, the committee has implemented a new discretionary component to the STI for FY20, which will reduce the portion of the annual incentives tied to pre-set objective metrics. Furthermore, the performance-based portion of the CEO's equity award for 2020 has been reduced from 60 percent to 54 percent.</i>							
3	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.35 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
1g	Elect Director Margaret K. Dorman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

Ballot Details

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	04/22/2020	Auto-Approved	04/22/2020	1,091	1,091
Total Shares:							1,091	1,091

Repligen Corporation

Meeting Date: 05/13/2020	Country: USA	Primary Security ID: 759916109	Meeting ID: 1432071
Record Date: 04/01/2020	Meeting Type: Annual	Ticker: RGEN	
Primary CUSIP: 759916109	Primary ISIN: US7599161095	Primary SEDOL: 2731654	Proxy Level: 3
	Shares Voted: 1,138	Votable Shares: 1,138	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,138	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Nicolas M. Barthelémy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1B	Elect Director Karen A. Dawes	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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

Repligen Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1C	Elect Director Tony J. Hunt	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.									
1D	Elect Director Rohin Mhatre	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 Glenn P. Muir	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.									
1F	Elect Director Thomas F. Ryan, 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.									
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the company's insufficient responsiveness to last year's low say-on-pay vote result.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	05/01/2020	Auto-Approved	05/01/2020	1,138	1,138
Total Shares:							1,138	1,138	

Apache Corporation

Meeting Date: 05/14/2020	Country: USA	Primary Security ID: 037411105	Meeting ID: 1416249
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: APA	
Primary CUSIP: 037411105	Primary ISIN: US0374111054	Primary SEDOL: 2043962	Proxy Level: 3
	Shares Voted: 380	Votable Shares: 380	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 380	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Annell R. Bay	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Elect Director John J. Christmann, IV	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Apache Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Elect Director Juliet S. Ellis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4	Elect Director Chansoo Joung	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
5	Elect Director Rene R. Joyce	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
6	Elect Director John E. Lowe	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
7	Elect Director William C. Montgomery	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
8	Elect Director Amy H. Nelson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
9	Elect Director Daniel W. Rabun	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
10	Elect Director Peter A. Ragauss	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
11	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.55 percent of the fees paid to the auditor are for non-audit purposes.</i>							
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the annual incentive scorecard remains complex, the disclosure of targets and goal-setting rationale has improved and a supplemental filing from the company indicates the number of metrics in the scorecard will be halved for 2020. The company also states the strategic goals portion of the award will further decrease next year. Long-term incentives were majority performance based and the 2020 program will again increase the proportion of performance equity in the total long-term incentive. Lastly, the company's supplemental filing to investors states the CEO's target pay will decline in 2020.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/20/2020	Auto-Approved	04/20/2020	380	380
Total Shares:							380	380

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

Baker Hughes Company

Meeting Date: 05/14/2020	Country: USA	Primary Security ID: 05722G100	Meeting ID: 1412328
Record Date: 03/23/2020	Meeting Type: Annual	Ticker: BKR	
Primary CUSIP: 05722G100	Primary ISIN: US05722G1004	Primary SEDOL: BDHLTQ5	Proxy Level: 3
	Shares Voted: 839	Votable Shares: 839	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 839

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Cynthia B. Carroll	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Clarence P. Cazalot, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Nelda J. Connors	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Gregory L. Ebel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Lynn L. Elsenhans	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director John G. Rice	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Lorenzo Simonelli	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance remain reasonably aligned.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						

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

Baker Hughes 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	04/16/2020	Auto-Approved	04/16/2020	839	839
Total Shares:							839	839

CBRE Group, Inc.

Meeting Date: 05/14/2020 **Country:** USA **Primary Security ID:** 12504L109 **Meeting ID:** 1415361
Record Date: 03/16/2020 **Meeting Type:** Annual **Ticker:** CBRE

Primary CUSIP: 12504L109 **Primary ISIN:** US12504L1098 **Primary SEDOL:** 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 Instruction
1a	Elect Director Brandon B. Boze	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Beth F. Cobert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Curtis F. Feeny	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Reginald H. Gilyard	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Shira D. Goodman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Christopher T. Jenny	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Gerardo I. Lopez	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Robert E. Sulentic	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Laura D. Tyson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

CBRE Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Ray Wirta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Sanjiv Yajnik	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.38 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/17/2020	Auto-Approved	04/17/2020	127	127
Total Shares:							127	127

Cheniere Energy, Inc.

Meeting Date: 05/14/2020	Country: USA	Primary Security ID: 16411R208	Meeting ID: 1420121
Record Date: 03/30/2020	Meeting Type: Annual	Ticker: LNG	
Primary CUSIP: 16411R208	Primary ISIN: US16411R2085	Primary SEDOL: 2654364	Proxy Level: 3
Total Ballots: 1	Shares Voted: 77	Votable Shares: 77	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 77

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director G. Andrea Botta	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1B	Elect Director Jack A. Fusco	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

Cheniere Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1C	Elect Director Vicky A. Bailey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1D	Elect Director Nuno Brandolini	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1E	Elect Director Michele A. Evans	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1F	Elect Director David I. Foley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1G	Elect Director David B. Kilpatrick	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1H	Elect Director Andrew Langham	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1I	Elect Director Courtney R. Mather	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1J	Elect Director Donald F. Robillard, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1K	Elect Director Neal A. Shear	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.11 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Report on Plans to Address Stranded Carbon Asset Risks	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this non-binding resolution is considered warranted as the request is not overly prescriptive and such a report would 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.</i>						

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

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.

Meeting Date: 05/14/2020 **Country:** USA **Primary Security ID:** 21871N101 **Meeting ID:** 1416163
Record Date: 03/18/2020 **Meeting Type:** Annual **Ticker:** CXW

Primary CUSIP: 21871N101 **Primary ISIN:** US21871N1019 **Primary SEDOL:** 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 Instruction
1a	Elect Director Donna M. Alvarado	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Robert J. Dennis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Mark A. Emkes	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Emkes, Stacia Hylton, Thurgood Marshall Jr., and Charles Overby is warranted for an ongoing material governance failure. The company's governing documents restrict shareholders ability to amend the bylaws. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Damon T. Hininger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Stacia A. Hylton	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Emkes, Stacia Hylton, Thurgood Marshall Jr., and Charles Overby is warranted for an ongoing material governance failure. The company's governing documents restrict shareholders ability to amend the bylaws. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Harley G. Lappin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Anne L. Mariucci	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

CoreCivic, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Thurgood Marshall, Jr.	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Emkes, Stacia Hylton, Thurgood Marshall Jr., and Charles Overby is warranted for an ongoing material governance failure. The company's governing documents restrict shareholders' ability to amend the bylaws. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Devin I. Murphy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Charles L. Overby	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Emkes, Stacia Hylton, Thurgood Marshall Jr., and Charles Overby is warranted for an ongoing material governance failure. The company's governing documents restrict shareholders' ability to amend the bylaws. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director John R. Prann, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.28 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is warranted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible 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	Meeting ID: 1416485
Record Date: 03/18/2020	Meeting Type: Annual	Ticker: CVS	
Primary CUSIP: 126650100	Primary ISIN: US1266501006	Primary SEDOL: 2577609	Proxy Level: 3

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

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
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director C. David Brown, II	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Alecia A. DeCoudreaux	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Nancy-Ann M. DeParle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director David W. Dorman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Roger N. Farah	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Anne M. Finucane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Edward J. Ludwig	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Larry J. Merlo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Jean-Pierre Millon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Mary L. Schapiro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director William C. Weldon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Tony L. White	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.31 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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

CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Reported CEO compensation was elevated due to previous changes in the denomination of long-term incentives, which has resulted in two cycles of awards being reported in the same pay year for 2018 and 2019 as a result of disclosure rules. In addition, the compensation committee accelerated the grant of CEO Merlo's PSUs for 2020 to August 2019. While regular-cycle PSUs vest after three years, Merlo's August 2019 PSUs vest in May 2021, less than two years after grant, and use the same target goals and performance period as were set for the regular cycle 2019 PSUs. When grants are intended to cover future years of incentive pay, rigorous performance criteria and meaningful vesting periods are warranted. Another NEO also received three additional years of performance units during the year in review, as a front-loaded award in lieu of PSUs for 2020 through 2022, in addition to a \$1 million discretionary cash bonus.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
6	Amend Shareholder Written Consent Provisions	SH	Yes	Against	Against	Against	Against
<i>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.</i>							
7	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/29/2020	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
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: DFS	
Primary CUSIP: 254709108	Primary ISIN: US2547091080	Primary SEDOL: B1YLC43	Proxy Level: 3

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

Discover Financial Services

Total Ballots: 1		Shares Voted: 9	Votable Shares: 9		*Shares on Loan: 0	Shares Instructed: 9	
		Voting Policy: UUA					
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey S. Aronin	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Mary K. Bush	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Gregory C. Case	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Candace H. Duncan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Joseph F. Eazor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director 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 diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Thomas G. Maheras	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Michael H. Moskow	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Mark A. Thierer	Mgmt	Yes	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 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 diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Support FOR this proposal is warranted as pay and performance are reasonably aligned at this time.						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

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

Discover Financial Services

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	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	Country: USA	Primary Security ID: 345370860	Meeting ID: 1416252
Record Date: 03/18/2020	Meeting Type: Annual	Ticker: F	
Primary CUSIP: 345370860	Primary ISIN: US3453708600	Primary SEDOL: 2615468	Proxy Level: 3
	Shares Voted: 10,838	Votable Shares: 10,838	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 10,838	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly A. Casiano	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Anthony F. Earley, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Edsel B. Ford, II	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director William Clay Ford, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director James P. Hackett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director William W. Helman, IV	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director William E. Kennard	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director John C. Lechleiter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Beth E. Mooney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Ford Motor Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director John L. Thornton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director John B. Veihmeyer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Lynn M. Vojvodich	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director John S. Weinberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.18 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>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 an NEO upon his retirement from the company. The disclosure did not specify that the termination was involuntary and severance is intended as a protection against involuntary job loss.</i>							
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide shareholders of the company with equal voting rights on all voting items.</i>							
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure on the company's lobbying and trade association activities, including management- and board-level oversight, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2020	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
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: INTX	
Primary CUSIP: 458140100	Primary ISIN: US4581401001	Primary SEDOL: 2463247	Proxy Level: 3

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

Intel Corporation

Shares Voted: 6,508 **Votable Shares:** 6,508 ***Shares on Loan:** 0 **Shares Instructed:** 6,508
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James J. Goetz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Alyssa Henry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Omar Ishrak	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Tsu-Jae King Liu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Gregory D. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Robert 'Bob' H. Swan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Andrew Wilson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Frank D. Yeary	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.62 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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

Intel Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>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 rigor 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 earn 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 performance, with no cap if TSR is negative. Finally, the new EPS growth target goals are not disclosed, which prevents shareholders from fully assessing the rigor of the program at this time. In light of these concerns, the pay-for-performance misalignment is not mitigated and support for this proposal is therefore not warranted.</i></p>							
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and number of shares reserved is reasonable, and the offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i></p>							
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i></p>							
6	Report on Global Median Gender/Racial Pay Gap	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from measuring the progress of the company's existing diversity and inclusion initiatives. Additionally, adoption of this proposal should serve to further strengthen the company's existing diversity initiative.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/27/2020	Auto-Approved	04/27/2020	6,508	6,508
Total Shares:							6,508	6,508

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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
Record Date: 03/19/2020	Meeting Type: Annual	Ticker: JBLU	
Primary CUSIP: 477143101	Primary ISIN: US4771431016	Primary SEDOL: 2852760	Proxy Level: 3
	Shares Voted: 636	Votable Shares: 636	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 636

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Basil Ben Baldanza	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Peter Boneparth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Virginia Gambale	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Robin Hayes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Ellen Jewett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Robert Leduc	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Teri McClure	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Sarah Robb O'Hagan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Vivek Sharma	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Thomas Winkelmann	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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

JetBlue Airways Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.89 percent of the fees paid to the auditor are for non-audit purposes.</i>							
6	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it represents an enhancement to shareholder's rights.</i>							
7	Provide Right to Act by Written Consent	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would give shareholders an additional means to act on matters between annual meetings.</i>							
8	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as requiring shareholder ratification of any bylaw amendments adopted by the board would be overly burdensome. In addition, shareholders have effective recourse to modify a bylaw adopted by the board, if necessary.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2020	Auto-Approved	04/23/2020	636	636
Total Shares:							636	636

L Brands, Inc.

Meeting Date: 05/14/2020	Country: USA	Primary Security ID: 501797104	Meeting ID: 1415941
Record Date: 03/20/2020	Meeting Type: Annual	Ticker: LB	
Primary CUSIP: 501797104	Primary ISIN: US5017971046	Primary SEDOL: B9M2WX3	Proxy Level: 3
Total Ballots: 1	Shares Voted: 743	Votable Shares: 743	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 743

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
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i>							

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

L Brands, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>							
3.1	Elect Director Donna A. James	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3.2	Elect Director Michael G. Morris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3.3	Elect Director Robert H. Schottenstein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.55 percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Target and actual CEO compensation continues to decline, reflecting declining company performance. Furthermore, as pay is reasonably aligned with performance at this time, a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2020	Auto-Approved	04/22/2020	743	743
Total Shares:							743	743

Las Vegas Sands Corp.

Meeting Date: 05/14/2020	Country: USA	Primary Security ID: 517834107	Meeting ID: 1415331
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: LVS	
Primary CUSIP: 517834107	Primary ISIN: US5178341070	Primary SEDOL: B02T2J7	Proxy Level: 3
Shares Voted: 354		Votable Shares: 354	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 354

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sheldon G. Adelson	Mgmt	Yes	For	Withhold	Withhold	Withhold

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

Las Vegas Sands Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all incumbent director nominees, due to consecutive years of insufficient responsiveness to a low say-on-pay vote result. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Irwin Chafetz	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all incumbent director nominees, due to consecutive years of insufficient responsiveness to a low say-on-pay vote result. Less than 30% of the board is diverse.</i>							
1.3	Elect Director Micheline Chau	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all incumbent director nominees, due to consecutive years of insufficient responsiveness to a low say-on-pay vote result. Less than 30% of the board is diverse.</i>							
1.4	Elect Director Patrick Dumont	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all incumbent director nominees, due to consecutive years of insufficient responsiveness to a low say-on-pay vote result. Less than 30% of the board is diverse.</i>							
1.5	Elect Director Charles D. Forman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all incumbent director nominees, due to consecutive years of insufficient responsiveness to a low say-on-pay vote result. Less than 30% of the board is diverse.</i>							
1.6	Elect Director Robert G. Goldstein	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all incumbent director nominees, due to consecutive years of insufficient responsiveness to a low say-on-pay vote result. Less than 30% of the board is diverse.</i>							
1.7	Elect Director George Jamieson	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all incumbent director nominees, due to consecutive years of insufficient responsiveness to a low say-on-pay vote result. Less than 30% of the board is diverse.</i>							
1.8	Elect Director Charles A. Koppelman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all incumbent director nominees, due to consecutive years of insufficient responsiveness to a low say-on-pay vote result. Less than 30% of the board is diverse.</i>							
1.9	Elect Director Lewis Kramer	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all incumbent director nominees, due to consecutive years of insufficient responsiveness to a low say-on-pay vote result. Less than 30% of the board is diverse.</i>							
1.10	Elect Director David F. Levi	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all incumbent director nominees, due to consecutive years of insufficient responsiveness to a low say-on-pay vote result. Less than 30% of the board is diverse.</i>							
1.11	Elect Director Xuan Yan	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.59 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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

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	
<i>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.</i>								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/27/2020	Auto-Approved	04/27/2020	354	354
Total Shares:							354	354

Macquarie Infrastructure Corporation

Meeting Date: 05/14/2020	Country: USA	Primary Security ID: 55608B105	Meeting ID: 1414785
Record Date: 03/19/2020	Meeting Type: Annual	Ticker: MIC	
Primary CUSIP: 55608B105	Primary ISIN: US55608B1052	Primary SEDOL: B1Z4VB1	Proxy Level: 3
Shares Voted: 2,441		Votable Shares: 2,441	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,441	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amanda M. Brock	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Norman H. Brown, Jr.	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Christopher Frost	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director Maria Jelescu-Dreyfus	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1e	Elect Director Ronald Kirk	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1f	Elect Director H.E. (Jack) Lentz	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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

Macquarie Infrastructure Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1g	Elect Director Ouma Sananikone	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.								
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted. 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 Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	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	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
Total Ballots: 1	Shares Voted: 119	Votable Shares: 119	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 119

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dorothy M. Ables	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Sue W. Cole	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Smith W. Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director John J. Koraleski	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Martin Marietta Materials, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director C. Howard Nye	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Laree E. Perez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Thomas H. Pike	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Michael J. Quillen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Donald W. Slager	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director David C. Wajsgas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/25/2020	Auto-Approved	04/25/2020	119	119
Total Shares:							119	119

Norfolk Southern Corporation

Meeting Date: 05/14/2020	Country: USA	Primary Security ID: 655844108	Meeting ID: 1412925
Record Date: 03/06/2020	Meeting Type: Annual	Ticker: NSC	
Primary CUSIP: 655844108	Primary ISIN: US6558441084	Primary SEDOL: 2641894	Proxy Level: 3

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

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 Instruction
1a	Elect Director Thomas D. Bell, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mitchell E. Daniels, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director John C. Huffard, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Christopher T. Jones	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Thomas C. Kelleher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Steven F. Leer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Michael D. Lockhart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Amy E. Miles	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Claude Mongeau	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Jennifer F. Scanlon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director James A. Squires	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director John R. Thompson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2a	Amend Articles Re: Voting Standard for Amendment of Articles	Mgmt	Yes	For	For	For	For
	<i>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.</i>						

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

Norfolk Southern Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2b	Amend Articles Re: Simple Majority Voting Standard to Approve Merger, Share Exchange, Conversion, Sale, or Dissolution of the Corporation	Mgmt	Yes	For	For	For	For
<i>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.</i>							
2c	Amend Articles Re: Simple Majority Voting Standard to Approve Re-Domestication of the Corporation and Affiliated Transactions	Mgmt	Yes	For	For	For	For
<i>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.</i>							
3	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.15 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The significant year-over-year increase in CEO pay was primarily related to a change in pension value in the SERP. Both incentive programs are predominantly performance-based, though the long-term program does not provide disclosure of the forward-looking performance target, citing competitive harm. Nevertheless, the plan provided full disclosure for the closing cycle and actual plan payouts were aligned with performance for the most recent period.</i>							
5	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that under Virginia law, the company could only allow shareholders to act by less-than-unanimous written consent if it raises the ownership threshold for shareholders to call a special meeting.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/21/2020	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	Primary ISIN: US6703461052	Primary SEDOL: 2651086	Proxy Level: 3

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

Nucor Corporation

Shares Voted: 1,446 **Votable Shares:** 1,446 ***Shares on Loan:** 0 **Shares Instructed:** 1,446
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lloyd J. Austin, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Patrick J. Dempsey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Christopher J. Kearney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Laurette T. Koellner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Joseph D. Rupp	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Leon J. Topalian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director John H. Walker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Nadja Y. West	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While pay and performance were aligned for the year in review, the company adopted a supplemental retirement plan in February 2020 that, combined with continuing non-compete cash payments, has the potential to result in sizable payments for executives upon retirement. While the company eliminated the payment of retirement severance in response to investor feedback, the magnitude of potential cash retirement payments appears unchanged. Furthermore, the introduction of a non-performance-based benefit program is unusual, as many companies have closed or frozen such plans.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2020	Auto-Approved	04/22/2020	1,446	1,446
Total Shares:							1,446	1,446

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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.

Meeting Date: 05/14/2020	Country: USA	Primary Security ID: 882681109	Meeting ID: 1416502
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: TXRH	
Primary CUSIP: 882681109	Primary ISIN: US8826811098	Primary SEDOL: B033TJ7	Proxy Level: 3
	Shares Voted: 2,924	Votable Shares: 2,924	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,924

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory N. Moore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director W. Kent Taylor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Curtis A. Warfield	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Kathleen M. Widmer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director James R. Zarley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.36 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/24/2020	Auto-Approved	04/24/2020	2,924	2,924
Total Shares:							2,924	2,924

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

Union Pacific Corporation

Meeting Date: 05/14/2020	Country: USA	Primary Security ID: 907818108	Meeting ID: 1416356
Record Date: 03/20/2020	Meeting Type: Annual	Ticker: UNP	
Primary CUSIP: 907818108	Primary ISIN: US9078181081	Primary SEDOL: 2914734	Proxy Level: 3
	Shares Voted: 46	Votable Shares: 46	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 46

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrew H. Card, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director William J. DeLaney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director David B. Dillon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Lance M. Fritz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Deborah C. Hopkins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jane H. Lute	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Michael R. McCarthy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Thomas F. McLarty, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Bhavesh V. Patel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Jose H. Villarreal	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Christopher J. Williams	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.56 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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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 Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
4	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
5	Report on Climate Change	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted given that the reports would aid the company's initiatives and create a more comprehensive plan on reducing greenhouse gases.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/24/2020	Auto-Approved	04/24/2020	46	46
Total Shares:							46	46

United Parcel Service, Inc.

Meeting Date: 05/14/2020	Country: USA	Primary Security ID: 911312106	Meeting ID: 1410155
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: UPS	
Primary CUSIP: 911312106	Primary ISIN: US9113121068	Primary SEDOL: 2517382	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1	Votable Shares: 1	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Rodney C. Adkins	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Michael J. Burns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director William R. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Ann M. Livermore	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Rudy H.P. Markham	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Franck J. Moison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Clark 'Sandy' T. Randt, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Christiana Smith Shi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director John T. Stankey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Carol B. Tome	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Kevin Warsh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although there is some concern regarding goal rigor in each incentive program, a vote FOR this proposal is warranted as pay and performance are reasonably aligned.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.44 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight mechanisms would give shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.</i>						
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters.</i>						
6	Report on Climate Change	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i>						

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

United Parcel Service, Inc.

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 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	Country: USA	Primary Security ID: 98310W108	Meeting ID: 1416373
Record Date: 03/20/2020	Meeting Type: Annual	Ticker: WYND	
Primary CUSIP: 98310W108	Primary ISIN: US98310W1080	Primary SEDOL: B198391	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 100	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Louise F. Brady	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Michael D. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director James E. Buckman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director George Herrera	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Stephen P. Holmes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Denny Marie Post	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Ronald L. Rickles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Michael H. Wargotz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.						

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

Wyndham Destinations, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
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 18.20 percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 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	Country: USA	Primary Security ID: 988498101	Meeting ID: 1416510
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: YUM	
Primary CUSIP: 988498101	Primary ISIN: US9884981013	Primary SEDOL: 2098876	Proxy Level: 3
Shares Voted: 100		Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paget L. Alves	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Keith Barr	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Michael J. Cavanagh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Christopher M. Connor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Brian C. Cornell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Tanya L. Domier	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director David W. Gibbs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2019 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 Instruction
1h	Elect Director Mirian M. Graddick-Weir	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Thomas C. Nelson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director P. Justin Skala	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Elane B. Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Annie Young-Scrivner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.11 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted 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.</i>							
4	Report on Supply Chain Impact on Deforestation	SH	Yes	Against	For	For	For
<i>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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/27/2020	Auto-Approved	04/27/2020	100	100
Total Shares:							100	100

Intercontinental Exchange, Inc.

Meeting Date: 05/15/2020	Country: USA	Primary Security ID: 45866F104	Meeting ID: 1412378
Record Date: 03/17/2020	Meeting Type: Annual	Ticker: ICE	
Primary CUSIP: 45866F104	Primary ISIN: US45866F1049	Primary SEDOL: BFSSDS9	Proxy Level: 3

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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 Shares:** 487 ***Shares on Loan:** 0 **Shares Instructed:** 487
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director Charles R. Crisp	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Duriya M. Farooqui	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Jean-Marc Forneri	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Frederick W. Hatfield	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Thomas E. Noonan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director Frederic V. Salerno	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Jeffrey C. Sprecher	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director Judith A. Sprieser	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director Vincent Tese	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although there are some concerns regarding above-median benchmarking and long-term incentive goal rigor, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

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 **Country:** USA **Primary Security ID:** 45073V108 **Meeting ID:** 1414754
Record Date: 03/18/2020 **Meeting Type:** Annual **Ticker:** ITT

Primary CUSIP: 45073V108 **Primary ISIN:** US45073V1089 **Primary SEDOL:** 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 Instruction
1a	Elect Director Orlando D. Ashford	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Geraud Darnis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Donald DeFosset, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Nicholas C. Fanandakis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Richard P. Lavin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Mario Longhi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Rebecca A. McDonald	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Timothy H. Powers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Luca Savi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

ITT Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Cheryl L. Shavers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Sabrina Soussan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 15.24 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Amend Proxy Access Right	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed proxy access amendment would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/30/2020	Auto-Approved	04/30/2020	143	143
Total Shares:							143	143

John Bean Technologies Corporation

Meeting Date: 05/15/2020	Country: USA	Primary Security ID: 477839104	Meeting ID: 1415666
Record Date: 03/20/2020	Meeting Type: Annual	Ticker: JBT	
Primary CUSIP: 477839104	Primary ISIN: US4778391049	Primary SEDOL: B3BRJZ8	Proxy Level: 3
Shares Voted: 1,637		Votable Shares: 1,637	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 1,637	
Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barbara L. Brasier	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Thomas W. Giacomini	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Polly B. Kawalek	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

John Bean Technologies Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.									
3	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
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	04/14/2020	Auto-Approved	04/15/2020	1,637	1,637
Total Shares:								1,637	1,637

Legg Mason, Inc.

Meeting Date: 05/15/2020	Country: USA	Primary Security ID: 524901105	Meeting ID: 1422099
Record Date: 04/14/2020	Meeting Type: Special	Ticker: LM	
Primary CUSIP: 524901105	Primary ISIN: US5249011058	Primary SEDOL: 2510615	Proxy Level: 5
	Shares Voted: 488	Votable Shares: 488	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 488	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted in light of the premium and the downside risk of non-approval.</i>							
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: On balance, support for the proposal is warranted. Although NEOs' outstanding equity awards will automatically accelerate upon the merger, cash severance is double trigger and of a reasonable basis. The relatively low value of potential cash severance basis (between 12 weeks and 52 weeks of base salary) also mitigates concern around the unusual determination around the prorated bonus, which encompasses the entirety of the executive's short- and long-term incentive income. Prorated bonus typically only provides pro-rata payments for the target annual cash bonus. Further, the value of a retention bonus is also reasonable in consideration of the low cash severance value.</i>							
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as support for the underlying transaction is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/05/2020	Auto-Approved	05/05/2020	488	488

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

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 Instruction
1a	Elect Director Mark A. Blinn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Robert E. Brunner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Mary Campbell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director J. Mitchell Dolloff	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Manuel A. Fernandez	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Karl G. Glassman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Joseph W. McClanathan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Judy C. Odom	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Srikanth Padmanabhan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Jai Shah	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Phoebe A. Wood	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Leggett & Platt, Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 4.04 percent of the fees paid to the auditor are for non-audit purposes.									
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted. Pay is reasonably aligned with performance at this time, as payouts under both the annual and long-term incentive programs are commensurate with company performance and shareholder outcomes for the year under review.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/28/2020	Auto-Approved	04/28/2020	3,133	3,133
Total Shares:								3,133	3,133

Macy's, Inc.

Meeting Date: 05/15/2020	Country: USA	Primary Security ID: 55616P104	Meeting ID: 1415332
Record Date: 03/19/2020	Meeting Type: Annual	Ticker: M	
Primary CUSIP: 55616P104	Primary ISIN: US55616P1049	Primary SEDOL: 2345022	Proxy Level: 3
	Shares Voted: 1,296	Votable Shares: 1,296	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,296

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Francis S. Blake	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Torrence N. Boone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director John A. Bryant	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Deirdre P. Connelly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Macy's, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jeff Gennette	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Leslie D. Hale	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director William H. Lenehan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Sara Levinson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Joyce M. Roche	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Paul C. Varga	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Marna C. Whittington	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.13 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time. Furthermore, payouts under the annual incentive and prior cycle performance RSUs are commensurate with company performance and shareholder outcomes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/28/2020	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	Meeting ID: 1416263
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: WLK	
Primary CUSIP: 960413102	Primary ISIN: US9604131022	Primary SEDOL: B01ZP20	Proxy Level: 3

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

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

Westlake Chemical Corporation

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marius A. Haas	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee attended less than 75% of the board and committee meetings. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Dorothy C. Jenkins	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Kimberly S. Lubel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Jeffrey W. Sheets	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	Against	Against
	<i>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.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/29/2020	Auto-Approved	04/29/2020	100	100
Total Shares:							100	100

Weyerhaeuser Company

Meeting Date: 05/15/2020	Country: USA	Primary Security ID: 962166104	Meeting ID: 1416468
Record Date: 03/20/2020	Meeting Type: Annual	Ticker: WY	
Primary CUSIP: 962166104	Primary ISIN: US9621661043	Primary SEDOL: 2958936	Proxy Level: 3

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

Weyerhaeuser Company

Shares Voted: 386 **Votable Shares:** 386 ***Shares on Loan:** 0 **Shares Instructed:** 386
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Emmert	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1b	Elect Director Rick R. Holley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1c	Elect Director Sara Grootwassink Lewis	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1d	Elect Director Al Monaco	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1e	Elect Director Nicole W. Piasecki	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1f	Elect Director Marc F. Racicot	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1g	Elect Director Lawrence A. Selzer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1h	Elect Director D. Michael Steuert	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director Devin W. Stockfish	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1j	Elect Director Kim Williams	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1k	Elect Director Charles R. Williamson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Weyerhaeuser Company

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 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	Country: Bermuda	Primary Security ID: G7496G103	Meeting ID: 1415942
Record Date: 03/13/2020	Meeting Type: Annual	Ticker: RNR	
Primary CUSIP: G7496G103	Primary ISIN: BMG7496G1033	Primary SEDOL: 2728429	Proxy Level: N/A
	Shares Voted: 340	Votable Shares: 340	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 340

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David C. Bushnell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director James L. Gibbons	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Jean D. Hamilton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Anthony M. Santomero	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The compensation committee demonstrated sufficient responsiveness to last year's low say-on-pay vote result through the disclosure of shareholder engagement efforts and feedback, and the implementation of positive changes to address the concerns. In addition, pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Approve Ernst & Young Ltd. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/17/2020	Auto-Approved	04/17/2020	340	340
Total Shares:							340	340

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

RenaissanceRe Holdings Ltd.

Ventas, Inc.

Meeting Date: 05/18/2020	Country: USA	Primary Security ID: 92276F100	Meeting ID: 1417607
Record Date: 03/20/2020	Meeting Type: Annual	Ticker: VTR	
Primary CUSIP: 92276F100	Primary ISIN: US92276F1003	Primary SEDOL: 2927925	Proxy Level: 3
	Shares Voted: 1,302	Votable Shares: 1,302	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,302

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
<i>Voting Policy Rationale: There are some concerns raised regarding goal rigor under the annual and long-term programs, as target goals for metrics comprising half of STIs were set below actual results from the prior year, and the LTI program is predominantly based on relative TSR metrics that target merely median performance, without a cap on payouts if absolute TSR is negative. However, the committee significantly reduced the CEO's STI payout from near-maximum to below-target in response to recent share price underperformance. Questionable goal rigor also has yet to translate to above-target payouts under the LTI program, as shares were earned well below target for the most recently-completed performance award cycle due to relative TSR underperformance, while the proportion of the CEO's performance-based equity was increased by ten percent year-over-year. The CEO's long-term realizable pay also reasonably reflects lagging shareholder returns. In light of these mitigating factors, cautionary support FOR this proposal is warranted. Continued close monitoring of pay outcomes is warranted, however, as shareholders may expect either the use of more rigorous performance targets or a decrease in target opportunity moving forward.</i>							
2a	Elect Director Melody C. Barnes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2b	Elect Director Debra A. Cafaro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2c	Elect Director Jay M. Gellert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2d	Elect Director Richard I. Gilchrist	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2e	Elect Director Matthew J. Lustig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2f	Elect Director Roxanne M. Martino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2g	Elect Director Sean P. Nolan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2h	Elect Director Walter C. Rakowich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Ventas, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2i	Elect Director Robert D. Reed	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2j	Elect Director James D. Shelton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.31 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Country: USA	Primary Security ID: 406216101	Meeting ID: 1417854
Record Date: 03/20/2020	Meeting Type: Annual	Ticker: HAL	
Primary CUSIP: 406216101	Primary ISIN: US4062161017	Primary SEDOL: 2405302	Proxy Level: 3
Shares Voted: 1,499		Votable Shares: 1,499	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 1,499

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director William E. Albrecht	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director M. Katherine Banks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Alan M. Bennett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Milton Carroll	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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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 Instruction
1f	Elect Director Nance K. Dicciani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Patricia Hemingway Hall	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Robert A. Malone	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Jeffrey A. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.54 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Following last year's low say-on-pay vote, the company engaged with shareholders, disclosed their specific concerns regarding pay programs, and made changes to the incentive programs to address those issues. Further, the pay-for-performance misalignment was sufficiently mitigated for the year in review. Pay declined after the annual incentive was forfeited and both incentive programs relied on pre-set, objective performance criteria. While the company plans to increase the proportion of performance awards in the long-term program, continued monitoring is warranted as the main performance metric continues to target median-level performance, despite the last three cycles resulting in maximum-level earnouts.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/21/2020	Auto-Approved	04/21/2020	1,379	1,379
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/21/2020	Auto-Approved	04/21/2020	120	120
Total Shares:							1,499	1,499

JPMorgan Chase & Co.

Meeting Date: 05/19/2020	Country: USA	Primary Security ID: 46625H100	Meeting ID: 1417029
Record Date: 03/20/2020	Meeting Type: Annual	Ticker: JPM	
Primary CUSIP: 46625H100	Primary ISIN: US46625H1005	Primary SEDOL: 2190385	Proxy Level: 3

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

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 Instruction
1a	Elect Director Linda B. Bammann	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Stephen B. Burke	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Todd A. Combs	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director James S. Crown	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director James Dimon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Mellody Hobson	Mgmt	Yes	For	For	Against	For
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Michael A. Neal	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Lee R. Raymond	Mgmt	Yes	For	For	For	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Virginia M. Rometty	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. 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.</i>						

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

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
4	Require Independent Board Chair	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.							
5	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 warranted, as shareholders would benefit from the additional disclosure on the risks that the company faces regarding its Canadian oil sands production, oil sands pipeline companies, and Arctic oil and gas exploration and production.							
6	Report on Climate Change	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on the company's plans regarding aligning its GHG emissions with the Paris Agreement climate goals.							
7	Amend Shareholder Written Consent Provisions	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. Removing the ownership threshold 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.							
8	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted, as disclosing any recipient which receives \$1,000 or more in charitable contributions does not appear to be a standard industry procedure, the company appears to have strong disclosure and oversight processes, and there seems to be no evidence of bad faith, self-dealing, or gross negligence related to the company's charitable contributions.							
9	Report on Gender/Racial 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 initiatives.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	tbrennan	05/05/2020	tbrennan	05/05/2020	7,334	7,334
Total Shares:							7,334	7,334

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

Landstar System, Inc.

Meeting Date: 05/19/2020	Country: USA	Primary Security ID: 515098101	Meeting ID: 1417367
Record Date: 03/24/2020	Meeting Type: Annual	Ticker: LSTR	
Primary CUSIP: 515098101	Primary ISIN: US5150981018	Primary SEDOL: 2503994	Proxy Level: 3
Total Ballots: 1	Shares Voted: 95 Voting Policy: UUA	Votable Shares: 95	*Shares on Loan: 0 Shares Instructed: 95

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David G. Bannister	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director George P. Scanlon	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/01/2020	Auto-Approved	05/01/2020	95	95
Total Shares:							95	95

Nasdaq, Inc.

Meeting Date: 05/19/2020	Country: USA	Primary Security ID: 631103108	Meeting ID: 1414790
Record Date: 03/23/2020	Meeting Type: Annual	Ticker: NDAQ	
Primary CUSIP: 631103108	Primary ISIN: US6311031081	Primary SEDOL: 2965107	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
1a	Elect Director Melissa M. Arnoldi	Mgmt	Yes	For	For	For	For

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

Nasdaq, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Charlene T. Begley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Steven D. Black	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Adena T. Friedman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Essa Kazim	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Thomas A. Kloet	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director John D. Rainey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Michael R. Splinter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Jacob Wallenberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Alfred W. Zollar	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably for the year in review.</i>							
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and number of shares reserved are reasonable and that the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 18.75 percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

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	Country: USA	Primary Security ID: 65473P105	Meeting ID: 1420256
Record Date: 03/24/2020	Meeting Type: Annual	Ticker: NI	
Primary CUSIP: 65473P105	Primary ISIN: US65473P1057	Primary SEDOL: 2645409	Proxy Level: 3
Total Ballots: 1	Shares Voted: 581	Votable Shares: 581	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 581

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter A. Altabef	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Theodore H. Bunting, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Eric L. Butler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Aristides S. Candris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Wayne S. DeVeydt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Joseph Hamrock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Deborah A. Henretta	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Deborah A. P. Hersman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Michael E. Jesanis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

NiSource Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Kevin T. Kabat	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Carolyn Y. Woo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Lloyd M. Yates	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives were based entirely on objective measures, with below target payouts aligned with recent performance, and equity remained predominately performance-based.</i>							
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/29/2020	Auto-Approved	04/29/2020	581	581
Total Shares:							581	581

OneMain Holdings, Inc.

Meeting Date: 05/19/2020	Country: USA	Primary Security ID: 68268W103	Meeting ID: 1417376
Record Date: 03/26/2020	Meeting Type: Annual	Ticker: OMF	
Primary CUSIP: 68268W103	Primary ISIN: US68268W1036	Primary SEDOL: BYSZB89	Proxy Level: 3
Total Ballots: 1	Shares Voted: 330	Votable Shares: 330	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 330

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
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

OneMain Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Roy A. Guthrie	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: A vote AGAINST audit committee members Roy Guthrie and Peter Sinensky is warranted given concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. Less than 30% of the board is diverse.</i>							
1.3	Elect Director Peter B. Sinensky	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: A vote AGAINST audit committee members Roy Guthrie and Peter Sinensky is warranted given concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although certain concerns were noted, a vote FOR this proposal is warranted given that pay and performance are reasonably aligned at this time.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Three Years	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Country: USA	Primary Security ID: 74251V102	Meeting ID: 1417322
Record Date: 03/25/2020	Meeting Type: Annual	Ticker: PFG	
Primary CUSIP: 74251V102	Primary ISIN: US74251V1026	Primary SEDOL: 2803014	Proxy Level: 3
	Shares Voted: 1,047	Votable Shares: 1,047	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,047	

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

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

Principal Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Jocelyn Carter-Miller	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Scott M. Mills	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The shareholder value transfer appears to be within a reasonable range;- The plan does not allow for repricing of stock options without prior shareholder approval; and- The equity burn rate is reasonable.</i>							
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and the number of shares is reasonable, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concerns are noted, pay and performance are reasonably aligned at this time.</i>							
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.24 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/24/2020	Auto-Approved	04/24/2020	1,047	1,047
Total Shares:							1,047	1,047

Targa Resources Corp.

Meeting Date: 05/19/2020	Country: USA	Primary Security ID: 87612G101	Meeting ID: 1413375
Record Date: 03/23/2020	Meeting Type: Annual	Ticker: TRGP	
Primary CUSIP: 87612G101	Primary ISIN: US87612G1013	Primary SEDOL: B55PZY3	Proxy Level: 3
Shares Voted: 481	Votable Shares: 481	*Shares on Loan: 0	Shares Instructed: 481
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles R. Crisp	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

Targa Resources Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Laura C. Fulton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director James W. Whalen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.00 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/02/2020	Auto-Approved	05/02/2020	481	481
Total Shares:							481	481

The Allstate Corporation

Meeting Date: 05/19/2020	Country: USA	Primary Security ID: 020002101	Meeting ID: 1417349
Record Date: 03/20/2020	Meeting Type: Annual	Ticker: ALL	
Primary CUSIP: 020002101	Primary ISIN: US0200021014	Primary SEDOL: 2019952	Proxy Level: 3
Total Ballots: 1	Shares Voted: 541	Votable Shares: 541	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 541

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

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

The Allstate Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Michael L. Eskew	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Margaret M. Keane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Siddharth N. (Bobby) Mehta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jacques P. Perold	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Andrea Redmond	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Gregg M. Sherrill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Judith A. Sprieser	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Thomas J. Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance remain reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>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.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/17/2020	Auto-Approved	04/19/2020	541	541
Total Shares:							541	541

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

The Gap, Inc.

Meeting Date: 05/19/2020	Country: USA	Primary Security ID: 364760108	Meeting ID: 1418102
Record Date: 03/23/2020	Meeting Type: Annual	Ticker: GPS	
Primary CUSIP: 364760108	Primary ISIN: US3647601083	Primary SEDOL: 2360326	Proxy Level: 3
	Shares Voted: 804	Votable Shares: 804	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 804

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy Bohutinsky	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director John J. Fisher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Robert J. Fisher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director William S. Fisher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Tracy Gardner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Isabella D. Goren	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Bob L. Martin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Amy Miles	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Jorge P. Montoya	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Chris O'Neill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Mayo A. Shattuck, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Elizabeth A. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

The Gap, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1m	Elect Director Sonia Syngal	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 34.64 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The compensation committee engaged with shareholders to understand their concerns after the 2019 say-on-pay proposal received relatively low support, and investors' feedback is disclosed in the proxy statement. Further, the committee has made positive changes to the long-term incentive plan in response to this feedback. However, the company notes that the low support was driven primarily by concerns regarding a one-time equity award granted to the CEO in 2018; while the award was cancelled in connection with the CEO's employment termination, it is not clear how the board will approach one-time awards in the future to address shareholders' concerns. The current pay-for-performance misalignment is sufficiently mitigated, as annual and long-term incentive programs are sufficiently performance-conditioned and recent pay outcomes are consistent with company performance. Annual incentive awards were primarily tied to financial goals requiring improvement over 2018 results, and were not earned in light of below-threshold performance. Long-term incentive awards are majority performance-conditioned, and 2017-2019 performance shares were similarly earned below target.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	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	804	804
Total Shares:								804	804

The GEO Group, Inc.

Meeting Date: 05/19/2020	Country: USA	Primary Security ID: 36162J106	Meeting ID: 1419703
Record Date: 03/11/2020	Meeting Type: Annual	Ticker: GEO	
Primary CUSIP: 36162J106	Primary ISIN: US36162J1060	Primary SEDOL: BNLYWQ1	Proxy Level: 3
	Shares Voted: 517	Votable Shares: 517	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 517	

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

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

The GEO Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Jose Gordo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Scott Kernan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Guido Van Hauwermeiren	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Christopher C. Wheeler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Julie Myers Wood	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director George C. Zoley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/11/2020	Auto-Approved	05/11/2020	517	517
Total Shares:							517	517

United States Cellular Corporation

Meeting Date: 05/19/2020	Country: USA	Primary Security ID: 911684108	Meeting ID: 1419736
Record Date: 03/26/2020	Meeting Type: Annual	Ticker: USM	
Primary CUSIP: 911684108	Primary ISIN: US9116841084	Primary SEDOL: 2918996	Proxy Level: 3

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

United States Cellular Corporation

Shares Voted: 308 **Votable Shares:** 308 ***Shares on Loan:** 0 **Shares Instructed:** 308
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Samuel Crowley	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Gregory P. Josefowicz	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse.</i>							
1.3	Elect Director Cecelia D. Stewart	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although concern is noted, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/21/2020	Auto-Approved	04/21/2020	308	308
Total Shares:							308	308

Align Technology, Inc.

Meeting Date: 05/20/2020 **Country:** USA **Primary Security ID:** 016255101 **Meeting ID:** 1417347
Record Date: 03/25/2020 **Meeting Type:** Annual **Ticker:** ALGN
Primary CUSIP: 016255101 **Primary ISIN:** US0162551016 **Primary SEDOL:** 2679204 **Proxy Level:** 3
Shares Voted: 1,795 **Votable Shares:** 1,795 ***Shares on Loan:** 0 **Shares Instructed:** 1,795
Total Ballots: 1 **Voting Policy:** UUA

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

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

Align Technology, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Joseph Jacob	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director C. Raymond Larkin, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director George J. Morrow	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Anne M. Myong	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Thomas M. Prescott	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Andrea L. Saia	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Greg J. Santora	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Susan E. Siegel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Warren S. Thaler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 30.99 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>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.</i>						

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

Align Technology, 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 Mgmt, 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	Country: Ireland	Primary Security ID: G01767105	Meeting ID: 1416480
Record Date: 03/17/2020	Meeting Type: Annual	Ticker: ALKS	
Primary CUSIP: G01767105	Primary ISIN: IE00B56GVS15	Primary SEDOL: B3P6D26	Proxy Level: N/A
	Shares Voted: 253	Votable Shares: 253	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 253	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shane M. Cooke	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.2	Elect Director Richard B. Gaynor	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.3	Elect Director Paul J. Mitchell	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.4	Elect Director Richard F. Pops	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. 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.</i>						
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 22.05 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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

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 Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline 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 Security ID: 025932104	Meeting ID: 1416215
Record Date: 03/27/2020	Meeting Type: Annual	Ticker: AFG	
Primary CUSIP: 025932104	Primary ISIN: US0259321042	Primary SEDOL: 2134532	Proxy Level: 3
	Shares Voted: 1,084	Votable Shares: 1,084	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,084

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
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.2	Elect Director S. Craig Lindner	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.3	Elect Director Kenneth C. Ambrecht	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.4	Elect Director John B. Berding	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.5	Elect Director Joseph E. (Jeff) Consolino	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.6	Elect Director Virginia C. "Gina" Drosos	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.7	Elect Director James E. Evans	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.8	Elect Director Terry S. Jacobs	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							

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

American Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Gregory G. Joseph	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.10	Elect Director Mary Beth Martin	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.11	Elect Director William W. Verity	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.12	Elect Director John I. Von Lehman	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.80 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	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	Country: USA	Primary Security ID: 04963C209	Meeting ID: 1418482
Record Date: 03/23/2020	Meeting Type: Annual	Ticker: ATRC	
Primary CUSIP: 04963C209	Primary ISIN: US04963C2098	Primary SEDOL: B0C8KV2	Proxy Level: 3
Shares Voted: 3,148		Votable Shares: 3,148	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 3,148

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael H. Carrel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is no racial diversity on the board.</i>							
1b	Elect Director Mark A. Collar	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: There is no racial diversity on the board.</i>							

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

AtriCure, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Scott W. Drake	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board.</i>						
1d	Elect Director Daniel P. Florin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board.</i>						
1e	Elect Director Regina E. Groves	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board.</i>						
1f	Elect Director B. Kristine Johnson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board.</i>						
1g	Elect Director Mark R. Lanning	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board.</i>						
1h	Elect Director Karen N. Prange	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board.</i>						
1i	Elect Director Sven A. Wehrwein	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is no racial diversity on the board.</i>						
1j	Elect Director Robert S. White	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is no racial diversity on the board.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 20.22 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/29/2020	Auto-Approved	04/29/2020	3,148	3,148
Total Shares:							3,148	3,148

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

Boston Properties, Inc.

Meeting Date: 05/20/2020	Country: USA	Primary Security ID: 101121101	Meeting ID: 1416161
Record Date: 03/25/2020	Meeting Type: Annual	Ticker: BXP	
Primary CUSIP: 101121101	Primary ISIN: US1011211018	Primary SEDOL: 2019479	Proxy Level: 3
Total Ballots: 1	Shares Voted: 78 Voting Policy: UUA	Votable Shares: 78	*Shares on Loan: 0 Shares Instructed: 78

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joel I. Klein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Kelly A. Ayotte	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Bruce W. Duncan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Karen E. Dykstra	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Carol B. Einiger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Diane J. Hoskins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Douglas T. Linde	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Matthew J. Lustig	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Owen D. Thomas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director David A. Twardock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director William H. Walton, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Boston Properties, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. After receiving relatively low shareholder support for the 2019 say-on-pay proposal, the company engaged with its largest shareholders, and made changes to 2019 and 2020 pay programs to address shareholders' feedback and concerns. The most significant changes were to the annual program, as NEOs now have pre-set target bonus opportunities and, for FY2020, bonuses will be earned based on only three categories of performance criteria with pre-set weightings. These changes provide greater transparency into pay determinations and equip investors with the information needed to readily assess pay-for-performance linkage. Moreover, the committee increased the relative weighting of the CEO's performance-conditioned equity year-over-year, such that his most recent LTI is majority performance-conditioned. Further, pay and performance are reasonably aligned for the year in review.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/27/2020	Auto-Approved	04/27/2020	78	78
Total Shares:							78	78

CenturyLink, Inc.

Meeting Date: 05/20/2020	Country: USA	Primary Security ID: 156700106	Meeting ID: 1418739
Record Date: 03/26/2020	Meeting Type: Annual	Ticker: CTL	
Primary CUSIP: 156700106	Primary ISIN: US1567001060	Primary SEDOL: 2185046	Proxy Level: 3
	Shares Voted: 1,771	Votable Shares: 1,771	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,771	

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
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Virginia Boulet	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1c	Elect Director Peter C. Brown	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Kevin P. Chilton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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

CenturyLink, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Steven "Terry" Clontz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1f	Elect Director T. Michael Glenn	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1g	Elect Director W. Bruce Hanks	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1h	Elect Director Hal S. Jones	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1i	Elect Director Michael J. Roberts	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
1j	Elect Director Laurie A. Siegel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1k	Elect Director Jeffrey K. Storey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>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 LTI 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.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

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	Country: USA	Primary Security ID: 448579102	Meeting ID: 1417028
Record Date: 03/20/2020	Meeting Type: Annual	Ticker: H	
Primary CUSIP: 448579102	Primary ISIN: US4485791028	Primary SEDOL: B5B82X4	Proxy Level: 3
	Shares Voted: 100	Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas J. Pritzker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Pamela M. Nicholson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Richard C. Tuttle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director James H. Wooten, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 24.84 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are significantly aligned at this time.</i>						

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

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 Country: USA Primary Security ID: 457187102 Meeting ID: 1418782
 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: 0 Shares 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 diversity on the board. There is at least 30 percent 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 diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Victoria J. Reich	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Stephan B. Tanda	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Jorge A. Uribe	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director 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.							

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

Ingredion Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1k	Elect Director James P. Zallie	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.									
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: 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	04/23/2020	Auto-Approved	04/23/2020	1,189	1,189
Total Shares:								1,189	1,189

Molson Coors Beverage Company

Meeting Date: 05/20/2020	Country: USA	Primary Security ID: 60871R209	Meeting ID: 1415936
Record Date: 03/26/2020	Meeting Type: Annual	Ticker: TAP	
Primary CUSIP: 60871R209	Primary ISIN: US60871R2094	Primary SEDOL: B067BM3	Proxy Level: 3
Shares Voted: 21		Votable Shares: 21	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 21

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger G. Eaton	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Charles M. Herington	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.3	Elect Director H. Sanford Riley	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: After a review of the company's compensation program and practices, 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.</i>							

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

Molson Coors Beverage 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	05/05/2020	Auto-Approved	05/05/2020	21	21
Total Shares:							21	21

National Oilwell Varco, Inc.

Meeting Date: 05/20/2020 Country: USA Primary Security ID: 637071101 Meeting ID: 1419708
 Record Date: 03/23/2020 Meeting Type: Annual Ticker: NOV

Primary CUSIP: 637071101 Primary ISIN: US6370711011 Primary SEDOL: 2624486 Proxy Level: 3

Shares Voted: 892 Votable Shares: 892 *Shares on Loan: 0 Shares Instructed: 892
 Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Clay C. Williams	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1B	Elect Director Greg L. Armstrong	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1C	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1D	Elect Director Ben A. Guill	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1E	Elect Director James T. Hackett	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 David D. Harrison	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1G	Elect Director Eric L. Mattson	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1H	Elect Director Melody B. Meyer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1I	Elect Director William R. Thomas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						

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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 Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 21.50 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance remain reasonably aligned.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2020	Auto-Approved	04/22/2020	892	892
Total Shares:							892	892

ONEOK, Inc.

Meeting Date: 05/20/2020	Country: USA	Primary Security ID: 682680103	Meeting ID: 1416497
Record Date: 03/23/2020	Meeting Type: Annual	Ticker: OKE	
Primary CUSIP: 682680103	Primary ISIN: US6826801036	Primary SEDOL: 2130109	Proxy Level: 3
	Shares Voted: 857	Votable Shares: 857	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 857	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian L. Derksen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Julie H. Edwards	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director John W. Gibson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director Mark W. Helderman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.5	Elect Director Randall J. Larson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

ONEOK, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Steven J. Malcolm	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.7	Elect Director Jim W. Mogg	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.8	Elect Director Pattye L. Moore	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.9	Elect Director Gary D. Parker	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.10	Elect Director Eduardo A. Rodriguez	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.11	Elect Director Terry K. Spencer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.51 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concern is raised regarding performance share goal rigor, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2020	Auto-Approved	04/20/2020	857	857
Total Shares:							857	857

Pinnacle West Capital Corporation

Meeting Date: 05/20/2020	Country: USA	Primary Security ID: 723484101	Meeting ID: 1415299
Record Date: 03/12/2020	Meeting Type: Annual	Ticker: PNW	
Primary CUSIP: 723484101	Primary ISIN: US7234841010	Primary SEDOL: 2048804	Proxy Level: 3

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

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 Instruction
1.1	Elect Director Glynis A. Bryan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Denis A. Cortese	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Richard P. Fox	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Jeffrey B. Guldner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Dale E. Klein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Humberto S. Lopez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Kathryn L. Munro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Bruce J. Nordstrom	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Paula J. Sims	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director James E. Trevathan, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director David P. Wagener	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay declined substantially following the retirement of the former CEO in 2019 and target pay opportunities were set lower for 2020 as well. Further, the company made positive changes to pay programs in response to ongoing investor outreach including eliminating the CEO-specific annual incentive program and increasing the relative TSR target in the long-term program to the 55th percentile of the comparator group.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						

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

Pinnacle West Capital Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance the existing shareholder right to call special meetings.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible 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	Country: USA	Primary Security ID: 759351604	Meeting ID: 1418789
Record Date: 03/17/2020	Meeting Type: Annual	Ticker: RGA	
Primary CUSIP: 759351604	Primary ISIN: US7593516047	Primary SEDOL: 2731193	Proxy Level: 3
Total Ballots: 1	Shares Voted: 101	Votable Shares: 101	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 101

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
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1b	Elect Director Christine R. Detrick	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1c	Elect Director J. Cliff Eason	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1d	Elect Director John J. Gauthier	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1e	Elect Director Anna Manning	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1f	Elect Director Hazel M. McNeillage	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1g	Elect Director Steven C. Van Wyk	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							

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Reporting Period: 07/01/2019 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 Instruction	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.								
3	Amend Articles of Incorporation to Allow Special Meetings be Called from Time to Time and to Remove Certain Provisions	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted. Approval of this item would not have an adverse impact on shareholder rights.								
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 2.07 percent of the fees paid to the auditor are for non-audit purposes.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 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	Meeting Type: Annual	Ticker: RS	
Primary CUSIP: 759509102	Primary ISIN: US7595091023	Primary SEDOL: 2729068	Proxy Level: 3
	Shares Voted: 2,365	Votable Shares: 2,365	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,365

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sarah J. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Lisa L. Baldwin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Karen W. Colonias	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director John G. Figueroa	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Reliance Steel & Aluminum Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director David H. Hannah	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director James D. Hoffman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Mark V. Kaminski	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Robert A. McEvoy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Andrew G. Sharkey, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Douglas W. Stotlar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The shareholder value transfer appears to be within a reasonable range;- The plan does not allow for repricing of stock options without prior shareholder approval; and- The equity burn rate is reasonable.</i>						
6	Amend Proxy Access Right	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/30/2020	Auto-Approved	04/30/2020	2,365	2,365
Total Shares:							2,365	2,365

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

State Street Corporation

Meeting Date: 05/20/2020	Country: USA	Primary Security ID: 857477103	Meeting ID: 1418749
Record Date: 03/11/2020	Meeting Type: Annual	Ticker: STT	
Primary CUSIP: 857477103	Primary ISIN: US8574771031	Primary SEDOL: 2842040	Proxy Level: 3
	Shares Voted: 752	Votable Shares: 752	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 752

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick de Saint-Aignan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Marie A. Chandoha	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Lynn A. Dugle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Amelia C. Fawcett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director William C. Freda	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Sara Mathew	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director William L. Meaney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Ronald P. O'Hanley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Sean O'Sullivan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Richard P. Sergel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Gregory L. Summe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

State Street Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Concerns continue to be raised regarding the approach for determining the CEO's total incentive pay, which is guided by performance assessments but ultimately determined discretionarily. While annual and long-term pay outcomes are now guided by the same scorecard assessment, the majority of the assessment is based on individual performance, and the change does not appear to reduce the discretionary nature of the program. Total incentive awards were below target for a second consecutive year and, although company performance improved in the second half of the year, awards increased significantly from last year's below-target awards amid declining financial performance in several key financial metrics year-over-year. Moreover, the new internally-promoted CEO's total target compensation was set at the same level as his long-tenured predecessor's pay in the prior year, with a significantly greater maximum LTI award opportunity, and company disclosure indicates his salary and total target compensation will increase in 2020.</i></p>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.48 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/01/2020	Auto-Approved	05/01/2020	752	752
Total Shares:							752	752

Thermo Fisher Scientific Inc.

Meeting Date: 05/20/2020	Country: USA	Primary Security ID: 883556102	Meeting ID: 1417795
Record Date: 03/27/2020	Meeting Type: Annual	Ticker: TMO	
Primary CUSIP: 883556102	Primary ISIN: US8835561023	Primary SEDOL: 2886907	Proxy Level: 3
Shares Voted: 360		Votable Shares: 360	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 360

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Nelson J. Chai	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director C. Martin Harris	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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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 Instruction
1d	Elect Director Tyler Jacks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Judy C. Lewent	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Thomas J. Lynch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Jim P. Manzi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director James C. Mullen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Lars R. Sorensen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Debora L. Spar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Scott M. Sperling	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Dion J. Weisler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time. Although there are concerns regarding the structure of the LTI program, in particular the use of annually-set goals, long-term company performance has been robust, mitigating concerns.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 22.85 percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/21/2020	Auto-Approved	04/21/2020	360	360
Total Shares:							360	360

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

United Airlines Holdings, Inc.

Meeting Date: 05/20/2020	Country: USA	Primary Security ID: 910047109	Meeting ID: 1419658
Record Date: 04/01/2020	Meeting Type: Annual	Ticker: UAL	
Primary CUSIP: 910047109	Primary ISIN: US9100471096	Primary SEDOL: B4QG225	Proxy Level: 3
	Shares Voted: 188	Votable Shares: 188	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 188

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carolyn Corvi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Barney Harford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Michele J. Hooper	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Walter Isaacson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director James A. C. Kennedy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director J. Scott Kirby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Oscar Munoz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Edward M. Philip	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Edward L. Shapiro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director David J. Vitale	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director James M. Whitehurst	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.55 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						

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

United Airlines Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association payments, would benefit shareholders in assessing its management of related risks.</i>							
6	Report on Global Warming-Related Lobbying Activities	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with the Paris Agreement, especially in light of the increasing risks to the company related to climate change.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/01/2020	Auto-Approved	05/01/2020	188	188
Total Shares:							188	188

Universal Health Services, Inc.

Meeting Date: 05/20/2020	Country: USA	Primary Security ID: 913903100	Meeting ID: 1419280
Record Date: 03/24/2020	Meeting Type: Annual	Ticker: UHS	
Primary CUSIP: 913903100	Primary ISIN: US9139031002	Primary SEDOL: 2923785	Proxy Level: 3
	Shares Voted: 373	Votable Shares: 373	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 373	

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
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s):- 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.</i>							

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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	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against		
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. A pay-for-performance misalignment is underscored by several concerns regarding pay for the CEO. Total compensation his relatively high, as is base salary. Further, the CEO receives guaranteed annual cash and equity awards of \$1 million each. Equity awards for 2019 were entirely time-based, and investors may question the incentive and retentive value of continued large option grants to the executive given his existing ownership level.</i>									
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 12.17 percent of the fees paid to the auditor are for non-audit purposes.</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/04/2020	Auto-Approved	05/04/2020	373	373
Total Shares:								373	373

Zoetis Inc.

Meeting Date: 05/20/2020	Country: USA	Primary Security ID: 98978V103	Meeting ID: 1417160
Record Date: 03/26/2020	Meeting Type: Annual	Ticker: ZTS	
Primary CUSIP: 98978V103	Primary ISIN: US98978V1035	Primary SEDOL: B95WG16	Proxy Level: 3
	Shares Voted: 6,564	Votable Shares: 6,564	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	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
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Louise M. Parent	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Kristin C. Peck	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Robert W. Scully	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Zoetis Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.								
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year	
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.								
4	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 9.90 percent of the fees paid to the auditor are for non-audit purposes.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	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	626	626
Sands Capital Mgmt, 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	Country: USA	Primary Security ID: 018802108	Meeting ID: 1419261
Record Date: 03/27/2020	Meeting Type: Annual	Ticker: LNT	
Primary CUSIP: 018802108	Primary ISIN: US0188021085	Primary SEDOL: 2973821	Proxy Level: 3
	Shares Voted: 859	Votable Shares: 859	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 859

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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Michael D. Garcia	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Singleton B. McAllister	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Susan D. Whiting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Alliant Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance remain reasonably aligned.								
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.								
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 3.51 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/25/2020	Auto-Approved	04/25/2020	859	859
Total Shares:							859	859

Anthem, Inc.

Meeting Date: 05/21/2020	Country: USA	Primary Security ID: 036752103	Meeting ID: 1413351
Record Date: 03/16/2020	Meeting Type: Annual	Ticker: ANTM	
Primary CUSIP: 036752103	Primary ISIN: US0367521038	Primary SEDOL: BSPHGL4	Proxy Level: 3
	Shares Voted: 449	Votable Shares: 449	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 449

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gail K. Boudreaux	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director R. Kerry Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Robert L. Dixon, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance remain reasonably aligned.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.61 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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

Anthem, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For		
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the 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.</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/17/2020	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.

Meeting Date: 05/21/2020	Country: USA	Primary Security ID: 09247X101	Meeting ID: 1419637
Record Date: 03/23/2020	Meeting Type: Annual	Ticker: BLK	
Primary CUSIP: 09247X101	Primary ISIN: US09247X1019	Primary SEDOL: 2494504	Proxy Level: 3
	Shares Voted: 12	Votable Shares: 12	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 12

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bader M. Alsaad	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Mathis Cabiallavetta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Pamela Daley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director William S. Demchak	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jessica P. Einhorn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Laurence D. Fink	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director William E. Ford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Fabrizio Freda	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Margaret L. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Robert S. Kapito	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Cheryl D. Mills	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Gordon M. Nixon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1n	Elect Director Charles H. Robbins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1o	Elect Director Marco Antonio Slim Domit	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1p	Elect Director Susan L. Wagner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1q	Elect Director Mark Wilson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: 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.</i>						

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

BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.99 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on the Statement on the Purpose of a Corporation	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a board review of BlackRock's governance documents and management systems will enable investors to better understand the governance implications of the company's commitment to the Business Roundtable's (BRT) Statement on the Purpose of a Corporation.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/04/2020	Auto-Approved	05/04/2020	12	12
Total Shares:							12	12

Bunge Limited

Meeting Date: 05/21/2020	Country: Bermuda	Primary Security ID: G16962105	Meeting ID: 1418078
Record Date: 03/26/2020	Meeting Type: Annual	Ticker: BG	
Primary CUSIP: G16962105	Primary ISIN: BMG169621056	Primary SEDOL: 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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Vinita Bali	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Carol M. Browner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Andrew Ferrier	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Paul Fribourg	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Bunge Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director J. Erik Fyrwald	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Gregory A. Heckman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Bernardo Hees	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Kathleen Hyle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Henry W. (Jay) Winship	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Mark N. Zenuk	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.06 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While PSUs vest based on multi-year goals and were forfeited for the most recent award cycle, the LTI target goals are disclosed only retrospectively. The lack of fulsome disclosure of individual performance considerations in the AIP, as well as details of how payouts under the Risk Management Contribution program were achieved, also raises concerns as the limited disclosure inhibits an informed assessment of the programs. Further, while a portion of payouts under the latter program is at risk of future forfeiture, the additional award opportunity increases the participating NEOs' target awards and emphasizes short-term performance in the incentive plan rather than long-term performance. In addition, significant concerns are raised regarding a problematic pay practice during the year in review. The company made enhanced separation payments to the former CEO under a separation agreement, which included a \$3 million bonus along with continued base salary payments for approximately five months after an acting CEO was appointed.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/11/2020	Auto-Approved	05/11/2020	770	770
Total Shares:							770	770

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

Colfax Corporation

Meeting Date: 05/21/2020	Country: USA	Primary Security ID: 194014106	Meeting ID: 1419639
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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 536

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mitchell P. Rales	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Matthew L. Trerotola	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Patrick W. Allender	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Thomas S. Gayner	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Rhonda L. Jordan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Liam J. Kelly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director A. Clayton Perfall	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Didier Teirlinck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Rajiv Vinnakota	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Sharon Wienbar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

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

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 Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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	Country: USA	Primary Security ID: 22002T108	Meeting ID: 1415323
Record Date: 03/12/2020	Meeting Type: Annual	Ticker: OFC	
Primary CUSIP: 22002T108	Primary ISIN: US22002T1088	Primary SEDOL: 2756152	Proxy Level: 3
	Shares Voted: 863	Votable Shares: 863	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 863

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas F. Brady	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1b	Elect Director Stephen E. Budorick	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1c	Elect Director Robert L. Denton, Sr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1d	Elect Director Philip L. Hawkins	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1e	Elect Director David M. Jacobstein	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1f	Elect Director Steven D. Kesler	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1g	Elect Director C. Taylor Pickett	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1h	Elect Director Lisa G. Trimberger	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							

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

Corporate Office Properties Trust

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 21.83 percent of the fees paid to the auditor are for non-audit purposes.								
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted 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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/29/2020	Auto-Approved	04/29/2020	863	863
Total Shares:							863	863

DexCom, Inc.

Meeting Date: 05/21/2020	Country: USA	Primary Security ID: 252131107	Meeting ID: 1420139
Record Date: 03/31/2020	Meeting Type: Annual	Ticker: DXCM	
Primary CUSIP: 252131107	Primary ISIN: US2521311074	Primary SEDOL: B0796X4	Proxy Level: 3
Shares Voted: 420		Votable Shares: 420	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 420

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard A. Collins	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Mark G. Foletta	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Eric J. Topol	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.37 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

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

DexCom, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 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 Country: USA Primary Security ID: 343498101 Meeting ID: 1418539
 Record Date: 03/19/2020 Meeting Type: Annual Ticker: FLO

Primary CUSIP: 343498101 Primary ISIN: US3434981011 Primary SEDOL: 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 Instruction
1a	Elect Director George E. Deese	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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 diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Margaret G. Lewis	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director A. Ryals McMullian	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director James T. Spear	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Melvin T. Stith	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director C. Martin Wood, III	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							

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

Flowers Foods, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 11.33 percent of the fees paid to the auditor are for non-audit purposes.									
4	Reduce Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement and the special meeting ownership threshold enhance shareholder rights.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/01/2020	Auto-Approved	05/01/2020	1,584	1,584
Total Shares:								1,584	1,584

Henry Schein, Inc.

Meeting Date: 05/21/2020	Country: USA	Primary Security ID: 806407102	Meeting ID: 1417788
Record Date: 03/23/2020	Meeting Type: Annual	Ticker: HSIC	
Primary CUSIP: 806407102	Primary ISIN: US8064071025	Primary SEDOL: 2416962	Proxy Level: 3
Total Ballots: 1	Shares Voted: 207	Votable Shares: 207	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 207

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barry J. Alperin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Gerald A. Benjamin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Stanley M. Bergman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director James P. Breslawski	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Paul Brons	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Shira Goodman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Henry Schein, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Joseph L. Herring	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Kurt P. Kuehn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Philip A. Laskawy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Anne H. Margulies	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Mark E. Mlotek	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Steven Paladino	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Carol Raphael	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1n	Elect Director E. Dianne Rekow	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1o	Elect Director Bradley T. Sheares	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>						
4	Ratify BDO USA, LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.72 percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/06/2020	Auto-Approved	05/06/2020	207	207
Total Shares:							207	207

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

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 ISIN: US4932671088	Primary SEDOL: 2490911	Proxy Level: 3
	Shares Voted: 4,593	Votable Shares: 4,593	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,593

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce D. Broussard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Gary M. Crosby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Alexander M. Cutler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director H. James Dallas	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Elizabeth R. Gile	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Christopher M. Gorman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Carlton L. Highsmith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Richard J. Hipple	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Kristen L. Manos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Barbara R. Snyder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director David K. Wilson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						

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

KeyCorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.									
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/23/2020	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 Security ID: 521865204	Meeting ID: 1417163
Record Date: 03/27/2020	Meeting Type: Annual	Ticker: LEA	
Primary CUSIP: 521865204	Primary ISIN: US5218652049	Primary SEDOL: B570P91	Proxy Level: 3
	Shares Voted: 2	Votable Shares: 2	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas P. Capo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Mei-Wei Cheng	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Jonathan F. Foster	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Mary Lou Jepsen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Kathleen A. Ligocki	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Conrad L. Mallett, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Lear Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Raymond E. Scott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Gregory C. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 19.78 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Report on Human Rights Impact Assessment	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it will provide shareholders and other stakeholders with additional information concerning actual and potential human rights impacts of the company's high-risk business activities.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Country: USA	Primary Security ID: 580135101	Meeting ID: 1419723
Record Date: 03/23/2020	Meeting Type: Annual	Ticker: MCD	
Primary CUSIP: 580135101	Primary ISIN: US5801351017	Primary SEDOL: 2550707	Proxy Level: 3
Total Ballots: 1	Shares Voted: 945	Votable Shares: 945	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 945

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

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

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Margaret Georgiadis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Enrique Hernandez, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Christopher Kempczinski	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Richard Lenny	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director John Mulligan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Sheila Penrose	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director John Rogers, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Paul Walsh	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Miles White	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review, and no problematic pay practices have been identified.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.60 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance the existing shareholder right to call special meetings.</i>						

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

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
6	Report on Sugar and Public Health	SH	Yes	Against	Against	For	For		
<i>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.</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/07/2020	Auto-Approved	05/07/2020	945	945
Total Shares:								945	945

Morgan Stanley

Meeting Date: 05/21/2020	Country: USA	Primary Security ID: 617446448	Meeting ID: 1416463
Record Date: 03/23/2020	Meeting Type: Annual	Ticker: MS	
Primary CUSIP: 617446448	Primary ISIN: US6174464486	Primary SEDOL: 2262314	Proxy Level: 3
	Shares Voted: 2,676	Votable Shares: 2,676	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 2,676

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elizabeth Corley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Alistair Darling	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director James P. Gorman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Robert H. Herz	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Nobuyuki Hirano	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Morgan Stanley

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Stephen J. Luczo	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Jami Miscik	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Dennis M. Nally	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Takeshi Ogasawara	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Hutham S. Olayan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Mary L. Schapiro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1n	Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.60 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The executive pay program's reliance on committee discretion in determining total executive pay continues to raise some concern. However, these concerns are mitigated for the year in review, largely given that the use of discretion has not resulted in a quantitative pay-for-performance misalignment for the year in review. In addition, the assessments used to guide pay decisions have utilized mostly consistent financial metrics, and the 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 company performance become misaligned.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/01/2020	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

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

Morgan Stanley

NextEra Energy, Inc.

Meeting Date: 05/21/2020	Country: USA	Primary Security ID: 65339F101	Meeting ID: 1416464
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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 200

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

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

NextEra Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Darryl L. Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.25 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as full transparency regarding the company's political expenditures and trade association activities would help investors to better assess its management of related risks and benefits.</i>							
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Country: USA	Primary Security ID: 670837103	Meeting ID: 1418715
Record Date: 03/23/2020	Meeting Type: Annual	Ticker: OGE	
Primary CUSIP: 670837103	Primary ISIN: US6708371033	Primary SEDOL: 2657802	Proxy Level: 3
Total Ballots: 1	Shares Voted: 5,171	Votable Shares: 5,171	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 5,171

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Frank A. Bozich	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director James H. Brandi	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

OGE Energy Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Peter D. Clarke	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Luke R. Corbett	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director David L. Hauser	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Judy R. McReynolds	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director David E. Rainbolt	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director J. Michael Sanner	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Sheila G. Talton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director Sean Trauschke	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Eliminate Supermajority Voting Provisions	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>						
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/08/2020	Auto-Approved	05/08/2020	5,171	5,171
Total Shares:							5,171	5,171

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

OGE Energy Corp.

Southwest Airlines Co.

Meeting Date: 05/21/2020	Country: USA	Primary Security ID: 844741108	Meeting ID: 1419277
Record Date: 03/25/2020	Meeting Type: Annual	Ticker: LUV	
Primary CUSIP: 844741108	Primary ISIN: US8447411088	Primary SEDOL: 2831543	Proxy Level: 2
Total Ballots: 1	Shares Voted: 481	Votable Shares: 481	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 481

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David W. Biegler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director J. Veronica Biggins	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Douglas H. Brooks	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director William H. Cunningham	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director John G. Denison	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Thomas W. Gilligan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Gary C. Kelly	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director Grace D. Lieblein	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Nancy B. Loeffler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director John T. Montford	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director Ron Ricks	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						

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

Southwest Airlines Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.39 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Require Independent Board Chair	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
5	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's existing good governance practices, most notably a robust special meeting right, provide an effective counterbalance to the absence of a meaningful right to act by written consent.</i>							
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association payments, would benefit shareholders in assessing its management of related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/06/2020	Auto-Approved	05/06/2020	481	481
Total Shares:							481	481

Telephone and Data Systems, Inc.

Meeting Date: 05/21/2020	Country: USA	Primary Security ID: 879433829	Meeting ID: 1418716
Record Date: 03/27/2020	Meeting Type: Annual	Ticker: TDS	
Primary CUSIP: 879433829	Primary ISIN: US8794338298	Primary SEDOL: B6YR5K3	Proxy Level: 3
	Shares Voted: 614	Votable Shares: 614	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 614	

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
<i>Voting Policy Rationale: The board is not majority independent.</i>							
1.2	Elect Director George W. Off	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent.</i>							
1.3	Elect Director Wade Oosterman	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent.</i>							

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

Telephone and Data Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Gary L. Sugarman	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as providing that all shares have an equal, one vote per share would promote accountability to shareholders and is a standard practice of good corporate governance.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/01/2020	Auto-Approved	05/01/2020	614	614
Total Shares:							614	614

The Home Depot, Inc.

Meeting Date: 05/21/2020	Country: USA	Primary Security ID: 437076102	Meeting ID: 1417084
Record Date: 03/23/2020	Meeting Type: Annual	Ticker: HD	
Primary CUSIP: 437076102	Primary ISIN: US4370761029	Primary SEDOL: 2434209	Proxy Level: 3
Total Ballots: 1	Shares Voted: 524	Votable Shares: 524	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 524

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Ari Bousbib	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Jeffery H. Boyd	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director J. Frank Brown	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Albert P. Carey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Helena B. Foulkes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Linda R. Gooden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Wayne M. Hewett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Manuel Kadre	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Stephanie C. Linnartz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Craig A. Menear	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 12.05 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>						
4	Amend Shareholder Written Consent Provisions	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: Although written consent is a fundamental shareholder right, its utilization requires certain safeguards to be set in order to prevent potential abuse. Eliminating the ownership threshold to set a record date to initiate the written consent process, as suggested by the proponent, opens up the possibility of abuse at the expense of long term shareholder interests and company resources, as any holder would have access to this fundamental, yet reserved right. For these reasons, a vote AGAINST this proposal is warranted.</i>						
5	Prepare Employment Diversity Report and Report on Diversity Policies	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting of the full set of diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>						

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

The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
6	Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as more rigorous retention guidelines as suggested by the proponent may better address concerns about maintaining a strong link between the interests of top executives and long-term shareholder value.									
7	Report on Congruency Political Analysis and Electioneering Expenditures	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A recommendation FOR this proposal is warranted, as the requested report would be beneficial for shareholders in order to help them evaluate how well the company is assessing and mitigating risks related to its political communication expenditures.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/11/2020	Auto-Approved	05/11/2020	524	524
Total Shares:								524	524

The Mosaic Company

Meeting Date: 05/21/2020	Country: USA	Primary Security ID: 61945C103	Meeting ID: 1418440
Record Date: 03/24/2020	Meeting Type: Annual	Ticker: MOS	
Primary CUSIP: 61945C103	Primary ISIN: US61945C1036	Primary SEDOL: B3NPHP6	Proxy Level: 3
Shares Voted: 1,241		Votable Shares: 1,241	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 1,241	
Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl K. Beebe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Oscar P. Bernardes	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Nancy E. Cooper	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Gregory L. Ebel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Timothy S. Gitzel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

The Mosaic Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Denise C. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Emery N. Koenig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director James 'Joc' C. O'Rourke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director David T. Seaton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Steven M. Seibert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Luciano Siani Pires	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Gretchen H. Watkins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Kelvin W. Westbrook	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.80 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Support FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/01/2020	Auto-Approved	05/01/2020	1,241	1,241
Total Shares:							1,241	1,241

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

The Travelers Companies, Inc.

Meeting Date: 05/21/2020	Country: USA	Primary Security ID: 89417E109	Meeting ID: 1416354
Record Date: 03/24/2020	Meeting Type: Annual	Ticker: TRV	
Primary CUSIP: 89417E109	Primary ISIN: US89417E1091	Primary SEDOL: 2769503	Proxy Level: 3
	Shares Voted: 341	Votable Shares: 341	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 341

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan L. Beller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Janet M. Dolan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Patricia L. Higgins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director William J. Kane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Philip T. (Pete) Ruegger, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Todd C. Schermerhorn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Alan D. Schnitzer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Donald J. Shepard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Laurie J. Thomsen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>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.</i>						

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

The Travelers Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted. Although concerns are noted, pay and performance are reasonably aligned at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/29/2020	Auto-Approved	04/29/2020	341	341
Total Shares:								341	341

VEREIT, Inc.

Meeting Date: 05/21/2020	Country: USA	Primary Security ID: 92339V100	Meeting ID: 1418115
Record Date: 03/27/2020	Meeting Type: Annual	Ticker: VER	
Primary CUSIP: 92339V100	Primary ISIN: US92339V1008	Primary SEDOL: BYVVTJ1	Proxy Level: 3
Total Ballots: 1	Shares Voted: 446	Votable Shares: 446	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 446

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glenn J. Rufrano	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Hugh R. Frater	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director David B. Henry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Mary Hogan Preusse	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Richard J. Lieb	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Mark S. Ordan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Eugene A. Pinover	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

VEREIT, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1h	Elect Director Julie G. 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.								
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.								
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.								
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year	
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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	Country: USA	Primary Security ID: 929089100	Meeting ID: 1418116
Record Date: 03/23/2020	Meeting Type: Annual	Ticker: VOYA	
Primary CUSIP: 929089100	Primary ISIN: US9290891004	Primary SEDOL: BKWQ2N2	Proxy Level: 3
Shares Voted: 565		Votable Shares: 565	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 565

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lynne Biggar	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1b	Elect Director Jane P. Chwick	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1c	Elect Director Kathleen DeRose	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1d	Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							

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

Voya Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director J. Barry Griswell	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1f	Elect Director Rodney O. Martin, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1g	Elect Director Byron H. Pollitt, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1h	Elect Director Joseph V. Tripodi	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1i	Elect Director David Zwiener	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.83 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

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

Meeting Date: 05/21/2020	Country: Bermuda	Primary Security ID: G9618E107	Meeting ID: 1418117
Record Date: 04/01/2020	Meeting Type: Annual	Ticker: WTM	
Primary CUSIP: G9618E107	Primary ISIN: BMG9618E1075	Primary SEDOL: 2339252	Proxy Level: N/A
	Shares Voted: 18	Votable Shares: 18	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 18

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director G. Manning Rountree	Mgmt	Yes	For	For	Withhold	Withhold

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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 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 Mary C. Choksi	Mgmt	Yes	For	For	Withhold	Withhold	
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.								
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.								
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 7.70 percent of the fees paid to the auditor are for non-audit purposes.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	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	18	18
Total Shares:							18	18

Xerox Holdings Corporation

Meeting Date: 05/21/2020	Country: USA	Primary Security ID: 98421M106	Meeting ID: 1418530
Record Date: 03/27/2020	Meeting Type: Annual	Ticker: XRX	
Primary CUSIP: 98421M106	Primary ISIN: US98421M1062	Primary SEDOL: BJJD5G3	Proxy Level: 3
Shares Voted: 191	Votable Shares: 191	*Shares on Loan: 0	Shares Instructed: 191
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 Keith Cozza	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Jonathan Christodoro	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. Votes AGAINST members of the compensation committee Jonathan Christodoro, Cheryl Gordon Krongard, and Scott Letier are warranted, in light of the committee's insufficient response to last year's failed say-on-pay proposal. While the board engaged with shareholders following the annual meeting, and disclosed the feedback received in the proxy statement, it is not clear that the committee has made meaningful changes to executive compensation practices.</i>							
1.3	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

Xerox Holdings Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Nicholas Graziano	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.							
1.5	Elect Director Cheryl Gordon Krongard	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse. Votes AGAINST members of the compensation committee Jonathan Christodoro, Cheryl Gordon Krongard, and Scott Letier are warranted, in light of the committee's insufficient response to last year's failed say-on-pay proposal. While the board engaged with shareholders following the annual meeting, and disclosed the feedback received in the proxy statement, it is not clear that the committee has made meaningful changes to executive compensation practices.							
1.6	Elect Director Scott Letier	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse. Votes AGAINST members of the compensation committee Jonathan Christodoro, Cheryl Gordon Krongard, and Scott Letier are warranted, in light of the committee's insufficient response to last year's failed say-on-pay proposal. While the board engaged with shareholders following the annual meeting, and disclosed the feedback received in the proxy statement, it is not clear that the committee has made meaningful changes to executive compensation practices.							
1.7	Elect Director Giovanni ('John') Visentin	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. After receiving less than majority support for last year's say-on-pay proposal, the company engaged with shareholders and disclosed the feedback received. While the board has expanded its shareholder engagement program, it does not appear to have made meaningful changes to executive compensation practices to address shareholders' concerns.							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/11/2020	Auto-Approved	05/11/2020	191	191
Total Shares:							191	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

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

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

Coherus BioSciences, Inc.

Shares Voted: 2,743 **Votable Shares:** 2,743 ***Shares on Loan:** 0 **Shares Instructed:** 2,743
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dennis M. Lanfear	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Mats Wahlstrom	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director James I. Healy	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: 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.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/30/2020	Auto-Approved	04/30/2020	2,743	2,743
Total Shares:							2,743	2,743

Flowserve Corporation

Meeting Date: 05/22/2020 **Country:** USA **Primary Security ID:** 34354P105 **Meeting ID:** 1419646
Record Date: 03/27/2020 **Meeting Type:** Annual **Ticker:** FLS
Primary CUSIP: 34354P105 **Primary ISIN:** US34354P1057 **Primary SEDOL:** 2288406 **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 R. Scott Rowe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Sujeet Chand	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Flowserve Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Ruby R. Chandy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Gayla J. Delly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Roger L. Fix	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director John R. Friedery	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director John L. Garrison	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Michael C. McMurray	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director David E. Roberts	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.75 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Certificate of Incorporation to Allow Shareholder Action by Less than Unanimous Written Consent	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the establishment of a right to act by written consent is an improvement over the status quo, and the restrictions on the use of the right are consistent with those applicable to special meetings convened by shareholders, and appear to have been endorsed by Flowserve shareholders in engagements with the company.</i>							
5	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as requiring shareholder ratification of any bylaw amendment adopted by the board would be overly burdensome. In addition, shareholders have effective recourse to modify a bylaw adopted by the board, if necessary.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2020	Auto-Approved	05/07/2020	100	100
Total Shares:							100	100

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

Flowserve Corporation

Old Republic International Corporation

Meeting Date: 05/22/2020	Country: USA	Primary Security ID: 680223104	Meeting ID: 1414484
Record Date: 03/24/2020	Meeting Type: Annual	Ticker: ORI	
Primary CUSIP: 680223104	Primary ISIN: US6802231042	Primary SEDOL: 2659109	Proxy Level: 3
	Shares Voted: 3,800	Votable Shares: 3,800	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,800

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles J. Kovaleski	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees for maintaining a long-term poison pill that has not been ratified by shareholders. WITHHOLD votes are warranted for all incumbent director nominees due to an ongoing lack of responsiveness to shareholders' concerns. Less than 30% of the board is diverse. The board does not include at least one minority director after the election.</i>						
1.2	Elect Director Craig R. Smiddy	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees for maintaining a long-term poison pill that has not been ratified by shareholders. WITHHOLD votes are warranted for all incumbent director nominees due to an ongoing lack of responsiveness to shareholders' concerns. Less than 30% of the board is diverse. The board does not include at least one minority director after the election.</i>						
1.3	Elect Director Arnold L. Steiner	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees for maintaining a long-term poison pill that has not been ratified by shareholders. WITHHOLD votes are warranted for all incumbent director nominees due to an ongoing lack of responsiveness to shareholders' concerns. Less than 30% of the board is diverse. The board does not include at least one minority director after the election.</i>						
1.4	Elect Director Fredricka Taubitz	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees for maintaining a long-term poison pill that has not been ratified by shareholders. WITHHOLD votes are warranted for all incumbent director nominees due to an ongoing lack of responsiveness to shareholders' concerns. Less than 30% of the board is diverse. The board does not include at least one minority director after the election.</i>						
1.5	Elect Director Aldo C. Zucaro	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees for maintaining a long-term poison pill that has not been ratified by shareholders. WITHHOLD votes are warranted for all incumbent director nominees due to an ongoing lack of responsiveness to shareholders' concerns. Less than 30% of the board is diverse. The board does not include at least one minority director after the election.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

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

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
Rhumblin 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 **Country:** USA **Primary Security ID:** 98389B100 **Meeting ID:** 1418843
Record Date: 03/25/2020 **Meeting Type:** Annual **Ticker:** XEL

Primary CUSIP: 98389B100 **Primary ISIN:** US98389B1008 **Primary SEDOL:** 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 Instruction
1a	Elect Director Lynn Casey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Ben Fowke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Netha N. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director George Kehl	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Richard T. O'Brien	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director David K. Owens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Christopher J. Policinski	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director James T. Prokopanko	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director A. Patricia Sampson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Xcel Energy Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director James J. Sheppard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director David A. Westerlund	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Kim Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Timothy V. Wolf	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1n	Elect Director Daniel Yohannes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives are based on pre-set objective measures with clearly disclosed targets, and granted equity remained predominately performance-based.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.59 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on Costs and Benefits of Climate-Related Activities	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company already provides sufficient information for shareholders to assess its strategic decisions regarding the company's energy mix.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/04/2020	Auto-Approved	05/04/2020	130	130
Total Shares:							130	130

Merck & Co., Inc.

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

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

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 Instruction
1a	Elect Director Leslie A. Brun	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Thomas R. Cech	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Mary Ellen Coe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Kenneth C. Frazier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Risa J. Lavizzo-Mourey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Paul B. Rothman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Christine E. Seidman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Inge G. Thulin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Kathy J. Warden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Peter C. Wendell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. The significant increase in CEO pay for the year under review was largely driven by an increase in the CEO's pension value which was driven by lower discount rates, among others variables. Furthermore, payouts under both the short- and long-term incentive programs were commensurate with operating performance and shareholder outcomes.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.88 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							
5	Report on Corporate Tax Savings Allocation	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: The board has adopted a balanced, and well-articulated approach for capital allocation that prioritizes research and development and capital investments before returning excess cash to shareholders. Further, the company has recently expanded its focus on strategic business developments to fuel innovation in 2019, while decreasing cash spent on share repurchases. This suggests that the company is seizing opportunities as they become available, rather than having a singular focus with regards to its capital allocation priorities. Given the lack of concerns regarding the board's capital allocation approach, a vote AGAINST this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2020	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

Omniceil, Inc.

Meeting Date: 05/26/2020	Country: USA	Primary Security ID: 68213N109	Meeting ID: 1418108
Record Date: 03/30/2020	Meeting Type: Annual	Ticker: OMCL	
Primary CUSIP: 68213N109	Primary ISIN: US68213N1090	Primary SEDOL: 2789523	Proxy Level: 3
Shares Voted: 1,977		Votable Shares: 1,977	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,977

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

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

Omnicell, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Robin G. Seim	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Sara J. White	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.67 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	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	Country: USA	Primary Security ID: 76169C100	Meeting ID: 1420445
Record Date: 03/31/2020	Meeting Type: Annual	Ticker: REXR	
Primary CUSIP: 76169C100	Primary ISIN: US76169C1009	Primary SEDOL: BC9ZHL9	Proxy Level: 3
Total Ballots: 1	Shares Voted: 3,468	Votable Shares: 3,468	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 3,468

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard Ziman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Howard Schwimmer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director Michael S. Frankel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director Robert L. Antin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

Rexford Industrial Realty, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Steven C. Good	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.6	Elect Director Diana J. Ingram	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.7	Elect Director Tyler H. Rose	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.8	Elect Director Peter E. Schwab	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 31.76 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/01/2020	Auto-Approved	05/01/2020	3,468	3,468
Total Shares:							3,468	3,468

Amazon.com, Inc.

Meeting Date: 05/27/2020	Country: USA	Primary Security ID: 023135106	Meeting ID: 1421672
Record Date: 04/02/2020	Meeting Type: Annual	Ticker: AMZN	
Primary CUSIP: 023135106	Primary ISIN: US0231351067	Primary SEDOL: 2000019	Proxy Level: 4
Shares Voted: 834		Votable Shares: 834	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 834

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

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

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Rosalind G. Brewer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Jamie S. Gorelick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Daniel P. Huttenlocher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Judith A. McGrath	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Indra K. Nooyi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Jonathan J. Rubinstein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Thomas O. Ryder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Patricia Q. Stonesifer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Wendell P. Weeks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>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.</i>						

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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The reduction of the ownership threshold for shareholders to call special meetings from 30 percent to 25 percent of outstanding shares would enhance the rights of shareholders, and the likelihood of abuse would remain limited given the company's ownership structure. As such, a vote FOR this proposal is warranted.</i>							
5	Report on Management of Food Waste	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as a report on the company's efforts to reduce food waste would allow shareholders to assess the effectiveness of the company's food waste programs, as well as provide a better understanding of the company's food waste reduction strategy. In addition, a number of the company's peers have set goals to reduce the amount of food waste that is sent to landfills.</i>							
6	Report on Customers' Use of its Surveillance and Computer Vision Products or Cloud-Based Services	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations would allow shareholders to better gauge how well Amazon is managing human rights related risks.</i>							
7	Report on Potential Human Rights Impacts of Customers' Use of Rekognition	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations would allow shareholders to better gauge how well Amazon is managing human rights related risks, specifically around new technologies like facial recognition.</i>							
8	Report on Products Promoting Hate Speech and Sales of Offensive Products	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report assessing the enforcement of its content policies could help provide shareholders with information on the effectiveness of the company's processes, given that the company continues to face controversies related to hate speech on its site.</i>							
9	Require Independent Board Chairman	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
10	Report on Global Median Gender/Racial Pay Gap	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from measuring the progress of the company's existing diversity and inclusion initiatives. Additionally, adoption of this proposal should serve to further strengthen the company's existing diversity initiative.</i>							
11	Report on Reducing Environmental and Health Harms to Communities of Color	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as a report on the company's efforts to reduce the environmental and health harms of its operations on communities of color would allow shareholders to better assess the effectiveness of the company's efforts to evaluate the environmental and social impacts of its activities.</i>							
12	Report on Viewpoint Discrimination	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company already provides sufficient information for shareholders to understand the company's rationale for its content guidelines.</i>							

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

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
13	Report on Promotion Velocity	SH	Yes	Against	Against	For	For
<i>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.</i>							
14	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed threshold would enhance shareholders' right to call a special meeting, while presenting very little risk of abuse in light of the company's market capitalization and the composition of its shareholder base.</i>							
15	Human Rights Risk Assessment	SH	Yes	Against	For	For	For
<i>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.</i>							
16	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/15/2020	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	Country: USA	Primary Security ID: 03064D108	Meeting ID: 1419635
Record Date: 04/01/2020	Meeting Type: Annual	Ticker: COLD	
Primary CUSIP: 03064D108	Primary ISIN: US03064D1081	Primary SEDOL: B3SKZK7	Proxy Level: 3
Shares Voted: 4,210		Votable Shares: 4,210	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 4,210

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred W. Boehler	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1b	Elect Director George J. Alburger, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							

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

Americold Realty Trust

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Kelly H. Barrett	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1d	Elect Director Antonio F. Fernandez	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1e	Elect Director James R. Heistand	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1f	Elect Director Michelle M. MacKay	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1g	Elect Director David J. Neithercut	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1h	Elect Director Mark R. Patterson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director Andrew P. Power	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.67 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/05/2020	Auto-Approved	05/05/2020	4,210	4,210
Total Shares:							4,210	4,210

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

Chevron Corporation

Meeting Date: 05/27/2020	Country: USA	Primary Security ID: 166764100	Meeting ID: 1418087
Record Date: 03/30/2020	Meeting Type: Annual	Ticker: CVX	
Primary CUSIP: 166764100	Primary ISIN: US1667641005	Primary SEDOL: 2838555	Proxy Level: 3
	Shares Voted: 193	Votable Shares: 193	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 193

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director John B. Frank	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Alice P. Gast	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Charles W. Moorman, IV	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Dambisa F. Moyo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Debra Reed-Klages	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Ronald D. Sugar	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director D. James Umpleby, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Michael K. Wirth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>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.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>						

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

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as additional reporting on the company's lobbying-related practices and policies, such as its trade association payments, would benefit shareholders in assessing its management of related risks.</i>							
5	Establish Board Committee on Climate Risk	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because:- The creation of a board Committee on Climate Risk, as requested, should serve to further strengthen the company's ability to manage risks related to sustainability issues.- Given that Chevron has already undertaken a number of climate initiatives, formalizing the company's current practices through the establishment of a climate-focused board committee would not be prohibitively costly or unduly burdensome.</i>							
6	Report on Climate Lobbying Aligned with Paris Agreement Goals	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted since the company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with the Paris Agreement, especially in light of the increasing risks to the company related to climate change.</i>							
7	Report on Petrochemical Risk	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional information about how the company is assessing and managing risks related to its petrochemical operations in areas prone to severe storms, flooding, and sea level rise.</i>							
8	Report on Human Rights Practices	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed report on human rights practices would:- Provide shareholders with additional disclosure regarding the company's efforts to prevent, mitigate and remedy actual and potential human rights impacts of its operations; and- Further strengthen the company's stated commitment to protecting human rights.</i>							
9	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting and removing the agenda item restrictions would enhance the current shareholder right to call special meetings.</i>							
10	Require Independent Board Chair	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/14/2020	Auto-Approved	05/14/2020	193	193
Total Shares:							193	193

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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
Record Date: 04/06/2020	Meeting Type: Annual	Ticker: DD	
Primary CUSIP: 26614N102	Primary ISIN: US26614N1028	Primary SEDOL: BK0VN47	Proxy Level: 4
	Shares Voted: 57	Votable Shares: 57	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 57

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy G. Brady	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Edward D. Breen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Ruby R. Chandy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Franklin K. Clyburn, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Terrence R. Curtin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Alexander M. Cutler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Eleuthere I. du Pont	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Rajiv L. Gupta	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Luther C. Kissam	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Frederick M. Lowery	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Raymond J. Milchovich	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Steven M. Sterin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Support FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

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DuPont de Nemours, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.60 percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the reduction to a 10 percent threshold to call a special meeting would improve shareholder rights.</i>							
6	Approve Creation of an Employee Board Advisory Position	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company's existing board framework seems to be adequate to allow for robust oversight of issues related to the safety, environmental and sustainability concerns facing the company, employees and its communities, while sufficient mitigating steps have been implemented to continue monitoring the evolution of these concerns.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/15/2020	Auto-Approved	05/15/2020	57	57
Total Shares:							57	57

Exxon Mobil Corporation

Meeting Date: 05/27/2020	Country: USA	Primary Security ID: 30231G102	Meeting ID: 1419432
Record Date: 04/02/2020	Meeting Type: Annual	Ticker: XOM	
Primary CUSIP: 30231G102	Primary ISIN: US30231G1022	Primary SEDOL: 2326618	Proxy Level: 2
	Shares Voted: 87	Votable Shares: 87	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 87

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan K. Avery	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Angela F. Braly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Ursula M. Burns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Kenneth C. Frazier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Joseph L. Hooley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Steven A. Kandarian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Douglas R. Oberhelman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Samuel J. Palmisano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director William C. Weldon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Darren W. Woods	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.35 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. While the proxy details the compensation committee's considerations in determining bonuses and equity awards, individual awards remain primarily determined by committee discretion. The annual incentive program lacks a meaningful minimum performance requirement and equity awards do not require the achievement of forward-looking performance goals in order to be earned. For the year in review, the structural concerns were mitigated by the fact that the increase to CEO pay for FY2019 was largely related to a change in pension value and CEO Woods' bonus reflected the company's year-over-year decline in earnings. Nevertheless, noted concerns around discretion, disclosure, and program structure warrant continued close monitoring, particularly should pay and performance not remain closely aligned going forward.</i>						
4	Require Independent Board Chair	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting would enhance the current shareholder right to call special meetings.</i>						
6	Report on Costs & Benefits of Climate-Related Expenditures	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST 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.</i>						

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Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Report on Risks of Petrochemical Operations in Flood Prone Areas	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as shareholders would benefit from the requested report by providing them additional information on the public health risks associated with the company's petrochemical operations and enable them to better assess the company's management of related risks.</i>							
8	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as additional disclosure concerning Exxon's policies and memberships in trade associations and other political organizations would help shareholders assess the company's comprehensive political contribution activities and the company's management of associated risks and benefits.</i>							
9	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related expenditures, trade association payments, and board-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/13/2020	Auto-Approved	05/13/2020	87	87
Total Shares:							87	87

Facebook, Inc.

Meeting Date: 05/27/2020	Country: USA	Primary Security ID: 30303M102	Meeting ID: 1420141
Record Date: 04/03/2020	Meeting Type: Annual	Ticker: FB	
Primary CUSIP: 30303M102	Primary ISIN: US30303M1027	Primary SEDOL: B7TL820	Proxy Level: 3
	Shares Voted: 4,329	Votable Shares: 4,329	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 4,329	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Marc L. Andreessen	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: 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.</i>							
1.3	Elect Director Andrew W. Houston	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Facebook, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Nancy Killefer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Robert M. Kimmitt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Sheryl K. Sandberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Peter A. Thiel	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>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.</i>						
1.8	Elect Director Tracey T. Travis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Mark Zuckerberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.91 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Approve Non-Employee Director Compensation Policy	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposed director pay program would provide relatively large compensation for directors compared to board members at other companies in the same market index and industry sector. The proposal also provides for onboarding equity grants to new directors valued at \$1 million, which is outsized and not in line with the company's peers or general market practices.</i>						
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned</i>						
5	Require Independent Board Chair	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given concerns with the board's governance and the appointment of a non-independent director (per Social Advisory Services classifications) to serve as lead director. Furthermore, the FTC entered into a settlement agreement with Facebook whereby the company has agreed to pay a \$5 billion penalty and to significantly enhance its practices and processes for privacy compliance and oversight. The recent data privacy incidents and subsequent controversies have tarnished Facebook's reputation and put shareholder value at risk. These considerations suggest that shareholders would benefit from the most robust form of independent board oversight, in the form of an independent board chair.</i>						
6	Require a Majority Vote for the Election of Directors	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.</i>						

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Facebook, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Report on Political Advertising	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company and shareholders could benefit from a fuller understanding of the risks related to its political advertising policies in light of ongoing controversies and changing industry standard practices.</i>							
8	Require Independent Director Nominee with Human and/or Civil Rights Experience	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. A director with human and/or civil rights expertise as a core part of their previous professional experience, training, or education, would be of value to Facebook given the human rights risks of its current general operations. Such a director could enhance the board's oversight of human rights-related risks.</i>							
9	Report on Civil and Human Rights Risk Assessment	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as shareholders would benefit from additional information on how the company is assessing civil and human rights risks, including additional information on how it is managing compliance with its policies and related oversight mechanisms.</i>							
10	Report on Online Child Sexual Exploitation	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on risks related to potential sexual exploitation of children through the company's platforms would give shareholders more information on how well the company is managing related risks.</i>							
11	Report on Median Gender/Racial Pay Gap	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from additional information allowing them to measure the progress of the company's diversity and inclusion initiatives.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/15/2020	Auto-Approved	05/15/2020	4,329	4,329
Total Shares:							4,329	4,329

Illumina, Inc.

Meeting Date: 05/27/2020	Country: USA	Primary Security ID: 452327109	Meeting ID: 1421707
Record Date: 03/30/2020	Meeting Type: Annual	Ticker: ILMN	
Primary CUSIP: 452327109	Primary ISIN: US4523271090	Primary SEDOL: 2613990	Proxy Level: 3
	Shares Voted: 2,170	Votable Shares: 2,170	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Illumina, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1B	Elect Director Robert S. Epstein	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1C	Elect Director Scott Gottlieb	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1D	Elect Director Philip W. Schiller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
4	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure of the company's trade association memberships and payments, and the company's board oversight of those contributions, would allow shareholders to better assess related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/14/2020	Auto-Approved	05/14/2020	2,170	2,170
Total Shares:							2,170	2,170

Marathon Oil Corporation

Meeting Date: 05/27/2020	Country: USA	Primary Security ID: 565849106	Meeting ID: 1419726
Record Date: 03/31/2020	Meeting Type: Annual	Ticker: MRO	
Primary CUSIP: 565849106	Primary ISIN: US5658491064	Primary SEDOL: 2910970	Proxy Level: 3
Total Ballots: 2	Shares Voted: 3,680	Votable Shares: 3,680	*Shares on Loan: 0
	Voting Policy: UUA		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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Marathon Oil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Chadwick C. Deaton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Jason B. Few	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Douglas L. Foshee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director M. Elise Hyland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Lee M. Tillman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director J. Kent Wells	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.16 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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	Country: Netherlands	Primary Security ID: N6596X109	Meeting ID: 1408837
Record Date: 04/29/2020	Meeting Type: Annual	Ticker: NXPI	
Primary CUSIP: N6596X109	Primary ISIN: NL0009538784	Primary SEDOL: B505PN7	Proxy Level: N/A

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NXP Semiconductors N.V.

Total Ballots: 1		Shares Voted: 212	Votable Shares: 212		*Shares on Loan: 0	Shares Instructed: 212	
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 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							
3b	Reelect Peter Bonfield as Non-Executive Director	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because:- The nominees are elected for a period not exceeding four years;- The candidate appears to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidate							
3c	Reelect Kenneth A. Goldman as Non-Executive Director	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because:- The nominees are elected for a period not exceeding four years;- The candidate appears to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidate							
3d	Reelect Josef Kaeser as Non-Executive Director	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because:- The nominees are elected for a period not exceeding four years;- The candidate appears to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidate							
3e	Reelect Lena Olving as Non-Executive Director	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because:- The nominees are elected for a period not exceeding four years;- The candidate appears to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidate							
3f	Reelect Peter Smitham as Non-Executive Director	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because:- The nominees are elected for a period not exceeding four years;- The candidate appears to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidate							
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because:- The nominees are elected for a period not exceeding four years;- The candidate appears to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidate							
3h	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because:- The nominees are elected for a period not exceeding four years;- The candidate appears to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidate							

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 Institution Account(s): All Institution Accounts

NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3i	Reelect Gregory Summe as Non-Executive Director	Mgmt	Yes	For	For	For	For
<i>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</i>							
3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	Yes	For	For	For	For
<i>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</i>							
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>							
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>							
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because:- This proposal is in line with commonly used safeguards regarding volume and pricing;- The authorization would allow NXP to repurchase up to 10 percent of the issued share capital; and- The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i>							
7	Approve Cancellation of Ordinary Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is recommended as the cancellation of shares is in shareholders' interests.</i>							
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>							
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
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of signs of excessiveness regarding the proposed fees for board committee membership.</i>							
10	Amend Articles to Establish Quorum Requirement	Mgmt	Yes	For	For	For	For
<i>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.</i>							

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

NXP Semiconductors N.V.

Proposal Number	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
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The current CEO entered into a problematic transition arrangement with a subsidiary of a company that will allow his 2018 "re-boot" equity awards valued by ISS at \$120 million to continue to vest through the end of the applicable performance period while serving in an advisory capacity. While the CEO will remain employed with the company group during the transition period, shareholders may scrutinize this vesting treatment, given the magnitude of the awards. Further, neither the proxy nor the advisory agreement provides fulsome disclosure of the contemplated transition services. A quantitative pay-for-performance misalignment is also not sufficiently mitigated for the year in review. The current CEO received sizable equity awards in 2019 that exceed the median total pay of ISS-selected peer CEOs, following the year in which his "re-boot" equity awards were granted. Given the magnitude of the 2018 re-boot equity awards, it is concerning that such awards do not cover multiple years of equity pay. In addition, notwithstanding that the re-boot awards were granted in 2018, there is concern surrounding the lack of disclosure of the performance goals attached to the re-boot awards, particularly given that the CEO's \$120 million in re-boot awards will continue to vest while he serves in an advisory role. Goal rigor concerns are also raised regarding 2019 LTI awards, as the sole performance-based metric targets merely the median of peers.</i></p>							
12	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<p><i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/15/2020	Auto-Approved	05/15/2020	212	212
Total Shares:							212	212

SM Energy Company

Meeting Date: 05/27/2020	Country: USA	Primary Security ID: 78454L100	Meeting ID: 1422923
Record Date: 04/06/2020	Meeting Type: Annual	Ticker: SM	
Primary CUSIP: 78454L100	Primary ISIN: US78454L1008	Primary SEDOL: 2764188	Proxy Level: 3
	Shares Voted: 829	Votable Shares: 829	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 829	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carla J. Bailo	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.2	Elect Director Larry W. Bickle	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.3	Elect Director Stephen R. Brand	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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

SM Energy Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Loren M. Leiker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Javan D. Ottoson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Ramiro G. Peru	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Julio M. Quintana	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Rose M. Robeson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director William D. Sullivan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.35 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Approve Reverse Stock Split	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reverse stock split may enable the company to maintain listing of its common stock on the NYSE.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/29/2020	Auto-Approved	04/29/2020	829	829
Total Shares:							829	829

Tandem Diabetes Care, Inc.

Meeting Date: 05/27/2020	Country: USA	Primary Security ID: 875372203	Meeting ID: 1421176
Record Date: 03/31/2020	Meeting Type: Annual	Ticker: TNDM	
Primary CUSIP: 875372203	Primary ISIN: US8753722037	Primary SEDOL: BF3W461	Proxy Level: 3

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

Tandem Diabetes Care, Inc.

Shares Voted: 2,515 **Votable Shares:** 2,515 ***Shares on Loan:** 0 **Shares Instructed:** 2,515
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 Kim D. Blickenstaff	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted to incumbent directors Kim Blickenstaff and Christopher Twomey, in light of the compensation committee's insufficient response to shareholders' low support for the 2019 say-on-pay proposal, and in the absence of any compensation committee members up for reelection.</i>							
1.2	Elect Director Christopher J. Twomey	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted to incumbent directors Kim Blickenstaff and Christopher Twomey, in light of the compensation committee's insufficient response to shareholders' low support for the 2019 say-on-pay proposal, and in the absence of any compensation committee members up for reelection.</i>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.27 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given the committee's poor responsiveness to last year's 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/15/2020	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
Primary CUSIP: 842587107 **Primary ISIN:** US8425871071 **Primary SEDOL:** 2829601 **Proxy Level:** 3

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

The Southern Company

Shares Voted: 3,187 **Votable Shares:** 3,187 ***Shares on Loan:** 0 **Shares Instructed:** 3,187
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 Janaki Akella	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director Juanita Powell Baranco	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Jon A. Boscia	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Henry A. 'Hal' Clark, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director Anthony F. 'Tony' Earley, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Thomas A. Fanning	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director David J. Grain	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director Donald M. James	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director John D. Johns	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director Dale E. Klein	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director Ernest J. Moniz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1l	Elect Director William G. Smith, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1m	Elect Director Steven R. Specker	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1n	Elect Director E. Jenner Wood, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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Reporting Period: 07/01/2019 to 06/30/2020
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The Southern Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Require Independent Board Chair	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related expenditures, trade association payments, and board-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/14/2020	Auto-Approved	05/14/2020	3,187	3,187
Total Shares:							3,187	3,187

ESH Hospitality, Inc.

Meeting Date: 05/28/2020	Country: USA	Primary Security ID: 26907Y104	Meeting ID: 1425409
Record Date: 04/08/2020	Meeting Type: Annual	Ticker: N/A	
Primary CUSIP: 26907Y104	Primary ISIN: US26907Y1047	Primary SEDOL: N/A	Proxy Level: 3
	Shares Voted: 776	Votable Shares: 776	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 776	

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
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Douglas G. Geoga	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director Kapila K. Anand	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

ESH Hospitality, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Neil T. Brown	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.5	Elect Director Lisa Palmer	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.6	Elect Director Steven E. Kent	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.7	Elect Director Simon M. Turner	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. 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.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/15/2020	Auto-Approved	05/15/2020	776	776
Total Shares:							776	776

Extended Stay America, Inc.

Meeting Date: 05/28/2020	Country: USA	Primary Security ID: 30224P200	Meeting ID: 1425536
Record Date: 04/08/2020	Meeting Type: Annual	Ticker: STAY	
Primary CUSIP: 30224P200	Primary ISIN: US30224P2002	Primary SEDOL: BGH3F75	Proxy Level: 3
	Shares Voted: 776	Votable Shares: 776	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 776	

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	For	For

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

Extended Stay America, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Douglas G. Geoga	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Kapila K. Anand	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Ellen Keszler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Jodie W. McLean	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Thomas F. O'Toole	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Richard F. Wallman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Primary ISIN: US6323071042	Primary SEDOL: BYQRG48	Proxy Level: 3

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

Natera, Inc.

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

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rowan Chapman	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Herm Rosenman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent directors Herman (Herm) Rosenman and Jonathan Sheena given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee.</i>							
1.3	Elect Director Jonathan Sheena	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent directors Herman (Herm) Rosenman and Jonathan Sheena given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/07/2020	Auto-Approved	05/07/2020	2,600	2,600
Total Shares:							2,600	2,600

NuVasive, Inc.

Meeting Date: 05/28/2020	Country: USA	Primary Security ID: 670704105	Meeting ID: 1422070
Record Date: 04/08/2020	Meeting Type: Annual	Ticker: NUVA	
Primary CUSIP: 670704105	Primary ISIN: US6707041058	Primary SEDOL: B00GJC2	Proxy Level: 3

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

NuVasive, Inc.

Shares Voted: 2,724 **Votable Shares:** 2,724 ***Shares on Loan:** 0 **Shares Instructed:** 2,724
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 J. Christopher Barry	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Gregory T. Lucier	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Leslie V. Norwalk	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.29 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/08/2020	Auto-Approved	05/08/2020	2,724	2,724
Total Shares:							2,724	2,724

Quanta Services, Inc.

Meeting Date: 05/28/2020 **Country:** USA **Primary Security ID:** 74762E102 **Meeting ID:** 1422617
Record Date: 03/31/2020 **Meeting Type:** Annual **Ticker:** PWR
Primary CUSIP: 74762E102 **Primary ISIN:** US74762E1029 **Primary SEDOL:** 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 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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Quanta Services, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Doyle N. Beneby	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director J. Michal Conaway	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Vincent D. Foster	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Bernard Fried	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Worthing F. Jackman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director David M. McClanahan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Margaret B. Shannon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Pat Wood, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Martha B. Wyrsh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives were based on pre-set objective measures with rigorous goals and granted equity remained predominately performance conditioned.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.88 percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2020	Auto-Approved	05/07/2020	1,186	1,186
Total Shares:							1,186	1,186

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

Royal Caribbean Cruises Ltd.

Meeting Date: 05/28/2020	Country: Liberia	Primary Security ID: V7780T103	Meeting ID: 1422922
Record Date: 04/06/2020	Meeting Type: Annual	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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 384

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director Richard D. Fain	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director William L. Kimsey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director Maritza G. Montiel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Ann S. Moore	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Eyal M. Ofer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director William K. Reilly	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Vagn O. Sorensen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director Donald Thompson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1k	Elect Director Arne Alexander Wilhelmsen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						

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

Royal Caribbean Cruises Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.30 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information regarding the company's direct and indirect political contributions, including payments to trade associations, would help investors in assessing its management of related risks and benefits.</i>							
5	Require Independent Board Chair	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/15/2020	Auto-Approved	05/15/2020	384	384
Total Shares:							384	384

Teladoc Health, Inc.

Meeting Date: 05/28/2020	Country: USA	Primary Security ID: 87918A105	Meeting ID: 1420672
Record Date: 04/03/2020	Meeting Type: Annual	Ticker: TDOC	
Primary CUSIP: 87918A105	Primary ISIN: US87918A1051	Primary SEDOL: BYQRFY1	Proxy Level: 3
	Shares Voted: 571	Votable Shares: 571	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director William H. Frist	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Michael Goldstein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Jason Gorevic	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Teladoc Health, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Catherine A. Jacobson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Thomas G. McKinley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Kenneth H. Paulus	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director David Shedlarz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Mark Douglas Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director David B. Snow, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.47 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/07/2020	Auto-Approved	05/07/2020	571	571
Total Shares:							571	571

WESCO International, Inc.

Meeting Date: 05/28/2020	Country: USA	Primary Security ID: 95082P105	Meeting ID: 1420316
Record Date: 04/03/2020	Meeting Type: Annual	Ticker: WCC	
Primary CUSIP: 95082P105	Primary ISIN: US95082P1057	Primary SEDOL: 2416973	Proxy Level: 3

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

WESCO International, Inc.

Shares Voted: 75 **Votable Shares:** 75 ***Shares on Loan:** 0 **Shares Instructed:** 75
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John J. Engel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Matthew J. Espe	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Bobby J. Griffin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director John K. Morgan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Steven A. Raymund	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director James L. Singleton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Easwaran Sundaram	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Laura K. Thompson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Lynn M. Utter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/30/2020	Auto-Approved	04/30/2020	75	75
Total Shares:							75	75

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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
Record Date: 04/03/2020	Meeting Type: Annual	Ticker: WTFC	
Primary CUSIP: 97650W108	Primary ISIN: US97650W1080	Primary SEDOL: 2425258	Proxy Level: 3
Total Ballots: 1	Shares Voted: 299 Voting Policy: UUA	Votable Shares: 299	*Shares on Loan: 0 Shares Instructed: 299

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter D. Crist	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Bruce K. Crowther	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director William J. Doyle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Marla F. Glabe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director H. Patrick Hackett, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Scott K. Heitmann	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Deborah L. Hall Lefevre	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Christopher J. Perry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Ingrid S. Stafford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Gary D. Sweeney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Karin Gustafson Teglia	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Alex E. Washington, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Edward J. Wehmer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Wintrust Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 24.72 percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	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	Country: USA	Primary Security ID: 05464C101	Meeting ID: 1420163
Record Date: 04/03/2020	Meeting Type: Annual	Ticker: AAXN	
Primary CUSIP: 05464C101	Primary ISIN: US05464C1018	Primary SEDOL: BDT5S35	Proxy Level: 3
	Shares Voted: 2,378	Votable Shares: 2,378	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,378	

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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Matthew R. McBrady	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Patrick W. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: 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.</i>							

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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	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>							
4A	Eliminate Supermajority Vote Requirement of Article 5 of the Charter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							
4B	Eliminate Supermajority Vote Requirement of Article 6 of the Charter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							
5	Declassify the Board of Directors	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/13/2020	Auto-Approved	05/13/2020	2,378	2,378
Total Shares:							2,378	2,378

LyondellBasell Industries N.V.

Meeting Date: 05/29/2020	Country: Netherlands	Primary Security ID: N53745100	Meeting ID: 1416754
Record Date: 05/01/2020	Meeting Type: Annual	Ticker: LYB	
Primary CUSIP: N53745100	Primary ISIN: NL0009434992	Primary SEDOL: B3SPXZ3	Proxy Level: N/A
	Shares Voted: 345	Votable Shares: 345	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 345

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacques Aigrain	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Lincoln Benet	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Jagjeet (Jeet) Bindra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Robin Buchanan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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 Institution Account(s): All Institution Accounts

LyondellBasell Industries N.V.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Stephen Cooper	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Nance Dicciani	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Claire Farley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Isabella (Bella) Goren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Michael Hanley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Albert Manifold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Bhavesh (Bob) Patel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Approve Discharge of the Members of the Board of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of the absence of any information about significant and compelling controversies indicating that the directors are not fulfilling their fiduciary duties.</i>						
3	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted.</i>						
4	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.90 percent of the fees paid to the auditor are for non-audit purposes.</i>						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.90 percent of the fees paid to the auditor are for non-audit purposes.</i>						
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
7	Approve Dividends of USD 4.20 Per Share	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the dividend proposal is warranted as the proposal appears adequate without being excessive.</i>						

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LyondellBasell Industries N.V.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted, as the 18-month duration of the authority and what is judged to be limited risk of reputational harm are deemed to mitigate concerns over a request for buyback authority during a pandemic.								
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 Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	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	345	345
Total Shares:							345	345

Medallia, Inc.

Meeting Date: 05/29/2020	Country: USA	Primary Security ID: 584021109	Meeting ID: 1422042
Record Date: 04/03/2020	Meeting Type: Annual	Ticker: MDLA	
Primary CUSIP: 584021109	Primary ISIN: US5840211099	Primary SEDOL: BJD8X7	Proxy Level: 1
	Shares Voted: 5,023	Votable Shares: 5,023	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	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 AGAINST Borge Hald, Leslie Stretch, and Douglas Leone is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority director. Less than 30% of the board is diverse.							
1b	Elect Director Douglas Leone	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST Borge Hald, Leslie Stretch, and Douglas Leone is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority director. Less than 30% of the board is diverse.							
1c	Elect Director Leslie Stretch	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST Borge Hald, Leslie Stretch, and Douglas Leone is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. The board does not include at least one minority 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 warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							

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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 **Country:** USA **Primary Security ID:** 674599105 **Meeting ID:** 1422511
Record Date: 04/03/2020 **Meeting Type:** Annual **Ticker:** OXY

Primary CUSIP: 674599105 **Primary ISIN:** US6745991058 **Primary SEDOL:** 2655408 **Proxy Level:** 4

Shares Voted: 4,249 **Votable Shares:** 4,249 ***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 Instruction
1a	Elect Director Stephen I. Chazen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1b	Elect Director Andrew Gould	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Nicholas Graziano	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1d	Elect Director Carlos M. Gutierrez	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director Vicki Hollub	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director William R. Klesse	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Andrew N. Langham	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Jack B. Moore	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director Margarita Palau-Hernandez	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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Occidental Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Avedick B. Poladian	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: 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.</i>						
1k	Elect Director Robert M. Shearer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The company discloses reasonable rationale for the committee's decision to bifurcate the annual program and truncate the performance period applicable to certain performance shares following the mid-year acquisition of Anadarko. However, the pre-acquisition annual program lacked disclosure of threshold and maximum goals, as well as certain per-metric weightings, and it is unclear whether, or the extent to which, the program will return to pre-set, quantitative targets for 2020. Further, disclosures indicate that the performance component of the LTI program will decrease in 2020. However, these concerns are sufficiently mitigated for the year in review, primarily given that pay and performance are reasonably aligned. Shareholders are advised to closely monitor the pay program design and outcomes moving forward.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.89 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Approve Issuance of the Warrant Shares Upon Exercise of the Warrant	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the downside risk of non-approval. Berkshire Hathaway will have the right to sell the warrant back to the company for cash if this proposal is not approved, which could be disadvantageous to both the company and shareholders.</i>						
6	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed increase in the number of authorized shares of common stock is reasonable and there are no substantial concerns about the company's past usage of shares.</i>						
7	Amend Charter to Enhance Shareholders' Ability to Act by Written Consent	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would facilitate shareholders' ability to utilize the company's existing written consent right and would represent an enhancement to the company's governance structure.</i>						
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting and Approve Certain Additional Amendments	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reducing the ownership threshold needed for shareholders to call a special meeting would further enhance the rights of shareholders. Furthermore, the additional amendments being put forth under this proposal would also enhance shareholder rights in terms of filling director vacancies.</i>						
9	Approve Shareholder Rights Plan (Poison Pill)	Mgmt	Yes	For	For	For	For
	<i>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.</i>						

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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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 88

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard T. 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.						
1b	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Stephen J. Hemsley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Michele J. Hooper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director F. William McNabb, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Valerie C. Montgomery Rice	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director John H. Noseworthy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Glenn M. Renwick	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director David S. Wichmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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 Location(s): Unitarian Universalist Association
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UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Gail R. Wilensky	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concern is raised regarding the use of above-median benchmarking, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.24 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/14/2020	Auto-Approved	05/14/2020	88	88
Total Shares:							88	88

BridgeBio Pharma, Inc.

Meeting Date: 06/02/2020	Country: USA	Primary Security ID: 10806X102	Meeting ID: 1424770
Record Date: 04/15/2020	Meeting Type: Annual	Ticker: BBIO	
Primary CUSIP: 10806X102	Primary ISIN: US10806X1028	Primary SEDOL: BK1KWG8	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,493	Votable Shares: 1,493	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,493

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Momtazee	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							

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BridgeBio Pharma, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.2	Elect Director Richard H. Scheller	Mgmt	Yes	For	Withhold	Withhold	Withhold	
<i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee. 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.</i>								
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For	
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>								
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against	
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan permits repricing and exchange of grants without shareholder approval (overriding factor);- The plan contains an evergreen feature (overriding factor);- The plan cost is excessive;- The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or otherwise is considered to be discretionary);- The plan permits liberal recycling of shares; and- The plan allows broad discretion to accelerate vesting.</i>								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment 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	Country: USA	Primary Security ID: 29786A106	Meeting ID: 1422912
Record Date: 04/07/2020	Meeting Type: Annual	Ticker: ETSY	
Primary CUSIP: 29786A106	Primary ISIN: US29786A1060	Primary SEDOL: BWTN5N1	Proxy Level: 3
Shares Voted: 3,260	Votable Shares: 3,260	*Shares on Loan: 0	Shares Instructed: 3,260
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 M. Michele Burns	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							

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

Etsy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Josh Silverman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							
1c	Elect Director Fred Wilson	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 12.16 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/05/2020	Auto-Approved	05/05/2020	3,260	3,260
Total Shares:							3,260	3,260

Fortive Corporation

Meeting Date: 06/02/2020	Country: USA	Primary Security ID: 34959J108	Meeting ID: 1423674
Record Date: 04/06/2020	Meeting Type: Annual	Ticker: FTV	
Primary CUSIP: 34959J108	Primary ISIN: US34959J1088	Primary SEDOL: BYT3MK1	Proxy Level: 3
	Shares Voted: 532	Votable Shares: 532	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 532	

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

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Fortive Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1C	Elect Director Steven M. Rales	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1D	Elect Director Jeannine Sargent	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1E	Elect Director Alan G. Spoon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.25 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
4	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/11/2020	Auto-Approved	05/11/2020	532	532
Total Shares:							532	532

Alphabet Inc.

Meeting Date: 06/03/2020	Country: USA	Primary Security ID: 02079K305	Meeting ID: 1426233
Record Date: 04/07/2020	Meeting Type: Annual	Ticker: GOOGL	
Primary CUSIP: 02079K305	Primary ISIN: US02079K3059	Primary SEDOL: BYVY8G0	Proxy Level: 4
	Shares Voted: 780	Votable Shares: 780	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 780	

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

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

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Sundar Pichai	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director John L. Hennessy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Frances H. Arnold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director L. John Doerr	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. WITHHOLD votes are warranted for Alan Mulally for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without 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.</i>						
1.7	Elect Director Roger W. Ferguson Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Ann Mather	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Alan R. Mulally	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee attended less than 75% of the board and committee meetings. WITHHOLD votes are warranted for Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. WITHHOLD votes are warranted for Alan Mulally for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without 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.</i>						
1.10	Elect Director K. Ram Shriram	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. WITHHOLD votes are warranted for Alan Mulally for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without 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.</i>						
1.11	Elect Director Robin L. Washington	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. WITHHOLD votes are warranted for Alan Mulally for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without 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.</i>						

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

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.55 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan provides for the transferability of stock options without shareholder approval (negative override)- The plan cost is excessive- The three-year average burn rate is excessive- The disclosure of change-in-control ("CIC") vesting treatment is incomplete- The plan permits liberal recycling of shares- The plan allows broad discretion to accelerate vesting</i>						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Newly appointed CEO Sundar Pichai received outsized equity awards totaling nearly \$250 million. His grants are majority time-based, and disclosure around the rationale for an award of this magnitude is limited. In addition, the portion of his grant that is performance-conditioned targets merely median TSR performance, which is not particularly rigorous. Such sizable award opportunities should carry rigorous performance criteria. Despite the recent introduction of PSUs, there continue to be significant concerns around pay magnitude and overall pay that is not strongly performance-based (particularly in the context of mega awards). These recurring concerns evidence poor stewardship of the company's pay programs by the compensation committee.</i>						
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i>						
6	Report on Arbitration of Employment-Related Claims	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the additional information on the policies of the company's subsidiaries and controlled affiliates regarding mandatory arbitration for wage theft or sexual harassment cases could shed light on the practice and allow shareholders to better assess the risks associated with the use of mandatory arbitration agreements.</i>						
7	Establish Human Rights Risk Oversight Committee	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because continued controversies call into question the extent to which the existing board structure provides adequate oversight on risks the company's technologies present to human rights, which, in turn, creates risks for the company in terms of retaining high-level employees and retaining a good reputation in the eyes of users and advertisers.</i>						
8	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as requiring shareholder ratification of any bylaw amendments adopted by the board would be overly burdensome. In addition, shareholders have effective recourse to modify a bylaw adopted by the board, if necessary.</i>						
9	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because Alphabet's compensation program mostly lacks performance-based pay elements, and the adoption of this proposal may promote a more strongly performance-based pay program for executives.</i>						

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

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
10	Report on Takedown Requests	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from a better understanding of the constraints the company faces when handling government takedown requests, as well as its management of related risks.</i>							
11	Require a Majority Vote for the Election of Directors	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.</i>							
12	Report on Gender/Racial Pay Gap	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from assessing the company's existing policies and practices on whistleblower protections. Additionally, adoption of this proposal should serve to further strengthen the company's existing whistleblower protection initiatives.</i>							
13	Require Independent Director Nominee with Human and/or Civil Rights Experience	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as a director with a high level of experience in human rights or civil rights related matters relevant to the company's business could enhance the board's oversight of such related risks and concerns.</i>							
14	Report on Whistleblower Policies and Practices	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from assessing the company's existing policies and practices on whistleblower protections. Additionally, adoption of this proposal should serve to further strengthen the company's existing whistleblower protection initiatives.</i>							

Ballot Details

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

Meeting Date: 06/03/2020	Country: USA	Primary Security ID: 09062X103	Meeting ID: 1423698
Record Date: 04/06/2020	Meeting Type: Annual	Ticker: BIIB	
Primary CUSIP: 09062X103	Primary ISIN: US09062X1037	Primary SEDOL: 2455965	Proxy Level: 3
Total Ballots: 1	Shares Voted: 127	Votable Shares: 127	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 127

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alexander J. Denner	Mgmt	Yes	For	For	Against	Against

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

Biogen Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1b	Elect Director Caroline D. Dorsa	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is retired from active employment and sits on boards at more than 5 public companies.</i>							
1c	Elect Director William A. Hawkins	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1d	Elect Director Nancy L. Leaming	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1e	Elect Director Jesus B. Mantas	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1f	Elect Director Richard C. Mulligan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1g	Elect Director Robert W. Pangia	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1h	Elect Director Stelios Papadopoulos	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1i	Elect Director Brian S. Posner	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1j	Elect Director Eric K. Rowinsky	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1k	Elect Director Stephen A. Sherwin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1l	Elect Director Michel Vounatsos	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.09 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							

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

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 **Country:** USA **Primary Security ID:** 20030N101 **Meeting ID:** 1425884
Record Date: 04/03/2020 **Meeting Type:** Annual **Ticker:** CMCSA

Primary CUSIP: 20030N101 **Primary ISIN:** US20030N1019 **Primary SEDOL:** 2044545 **Proxy Level:** 3

Shares Voted: 4,201 **Votable Shares:** 4,201 ***Shares on Loan:** 0 **Shares Instructed:** 4,201

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Madeline S. Bell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Naomi M. Bergman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Edward D. Breen	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							
1.5	Elect Director Gerald L. Hassell	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							
1.6	Elect Director Jeffrey A. Honickman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Maritza G. Montiel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Asuka Nakahara	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Comcast Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director David C. Novak	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>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.</i>						
1.10	Elect Director Brian L. Roberts	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Amend Stock Option Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Amend Restricted Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, problematic above-market interest payments continued to increase NEO pay by many millions in 2019. The company did take certain steps to address the issue by eliminating sizable company contributions in 2020 and imposing a cap on the portion of deferred compensation that can be invested in the "above-market" interest accruing account. However, while the company states this will significantly lower benefits under the program, the potential impact of this change is not clear from the disclosure. The company also has discretion to waive or modify the cap and the program has not been closed to new participants. Above-market interest payments are not a performance-based benefit and are inconsistent with market practice. Shareholders may question the need for supplemental benefits for highly paid executives, particularly as many companies have frozen or eliminated such programs. Lastly, although NEO Burke is expected to retire in 2020, the company continued to have a structure where there are two highly-paid NEOs for 2019, which can be costly to shareholders in terms of overall compensation expense.</i>						
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.</i>						
7	Require Independent Board Chair	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						
8	Report on Risks Posed by Failing to Prevent Sexual Harassment	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on the company's evaluation of risks associated with potential failures of its sexual harassment policies could help shareholders better assess the company's management of related risks.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/22/2020	Auto-Approved	05/22/2020	4,201	4,201

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

Comcast Corporation

Total Shares: 4,201 4,201

CoStar Group, Inc.

Meeting Date: 06/03/2020 **Country:** USA **Primary Security ID:** 22160N109 **Meeting ID:** 1426169
Record Date: 04/08/2020 **Meeting Type:** Annual **Ticker:** CSGP

Primary CUSIP: 22160N109 **Primary ISIN:** US22160N1090 **Primary SEDOL:** 2262864 **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 Instruction
1a	Elect Director Michael R. Klein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Andrew C. Florance	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Laura Cox Kaplan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Michael J. Glosserman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director John W. Hill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Robert W. Musslewhite	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Christopher J. Nassetta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Louise S. Sams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

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

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 Mgmt, 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	Country: USA	Primary Security ID: 25179M103	Meeting ID: 1424509
Record Date: 04/06/2020	Meeting Type: Annual	Ticker: DVN	
Primary CUSIP: 25179M103	Primary ISIN: US25179M1036	Primary SEDOL: 2480677	Proxy Level: 3
	Shares Voted: 1,205	Votable Shares: 1,205	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 1,205	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara M. Baumann	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.						
1.2	Elect Director John E. Bethancourt	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 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 least one minority 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 least one minority 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 least one minority 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 least one minority 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 least one minority director. Less than 30% of the board is diverse.						

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

Devon Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Keith O. Rattie	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.11	Elect Director Mary P. Ricciardello	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company provided additional years of age credit in the pension plan to one NEO in connection with his retirement and to a second NEO in connection with his promotion. Providing additional years of age credit is considered to be a problematic pay practice by many investors, as this enhancement to benefits can produce a significant cost to shareholders that is not performance-based. Further, pay-for-performance concerns are not 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 payouts if absolute TSR is negative.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/19/2020	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

Meeting Date: 06/03/2020	Country: USA	Primary Security ID: 61174X109	Meeting ID: 1424201
Record Date: 04/13/2020	Meeting Type: Annual	Ticker: MNST	
Primary CUSIP: 61174X109	Primary ISIN: US61174X1090	Primary SEDOL: BZ07BW4	Proxy Level: 3
	Shares Voted: 8,635	Votable Shares: 8,635	*Shares on Loan: 0
Total Ballots: 3	Voting Policy: UUA	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
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The board does not include at least one minority director.</i>							
1.2	Elect Director Hilton H. Schlosberg	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The board does not include at least one minority director.</i>							

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Monster Beverage Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Mark J. Hall	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The board does not include at least one minority director.</i>						
1.4	Elect Director Kathleen E. Ciaramello	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The board does not include at least one minority director.</i>						
1.5	Elect Director Gary P. Fayard	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The board does not include at least one minority director.</i>						
1.6	Elect Director Jeanne P. Jackson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The board does not include at least one minority director.</i>						
1.7	Elect Director Steven G. Pizula	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The board does not include at least one minority director.</i>						
1.8	Elect Director Benjamin M. Polk	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The board does not include at least one minority director.</i>						
1.9	Elect Director Sydney Selati	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The board does not include at least one minority director.</i>						
1.10	Elect Director Mark S. Vidergauz	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The board does not include at least one minority director.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 34.44 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. After receiving low support for last year's say-on-pay proposal, the company engaged with shareholders and made meaningful changes to the executive compensation program. While 2019 incentive awards consisted of discretionary bonuses and time-vesting equity, beginning in 2020 executives will receive annual incentive awards based on pre-set metrics and goals, and a portion of equity awards will be performance-conditioned.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/21/2020	Auto-Approved	05/21/2020	235	235
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/21/2020	Auto-Approved	05/21/2020	8,313	8,313

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

Monster Beverage Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/21/2020	Auto-Approved	05/21/2020	87	87
Total Shares:							8,635	8,635

New York Community Bancorp, Inc.

Meeting Date: 06/03/2020 **Country:** USA **Primary Security ID:** 649445103 **Meeting ID:** 1426260
Record Date: 04/07/2020 **Meeting Type:** Annual **Ticker:** NYCB

Primary CUSIP: 649445103 **Primary ISIN:** US6494451031 **Primary SEDOL:** 2711656 **Proxy Level:** 3

Shares Voted: 737 **Votable Shares:** 737 ***Shares on Loan:** 0 **Shares Instructed:** 737

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 Dominick Ciampa	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Leslie D. Dunn	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Lawrence Rosano, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1d	Elect Director Robert Wann	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The 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.</i>							
4	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i>							

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

New York Community Bancorp, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.									
6	Declassify the Board of Directors	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.									
7	Establish Term Limits for Directors	SH	Yes	Against	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST this proposal is warranted given that an arbitrary director term and age limit may not be in the best interests of all shareholders, and there are not currently any concerns regarding director independence.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	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.

Meeting Date: 06/03/2020	Country: USA	Primary Security ID: 70975L107	Meeting ID: 1425416
Record Date: 04/15/2020	Meeting Type: Annual	Ticker: PEN	
Primary CUSIP: 70975L107	Primary ISIN: US70975L1070	Primary SEDOL: BZ0V201	Proxy Level: 3
Total Ballots: 1	Shares Voted: 922	Votable Shares: 922	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 922

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arani Bose	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							
1.2	Elect Director Bridget O'Rourke	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							
1.3	Elect Director Surbhi Sarna	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Penumbra, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 10.84 percent of the fees paid to the auditor are for non-audit purposes.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	05/12/2020	Auto-Approved	05/12/2020	922	922
Total Shares:								922	922

Twilio Inc.

Meeting Date: 06/03/2020	Country: USA	Primary Security ID: 90138F102	Meeting ID: 1424789
Record Date: 04/06/2020	Meeting Type: Annual	Ticker: TWLO	
Primary CUSIP: 90138F102	Primary ISIN: US90138F1021	Primary SEDOL: BD6P5Q0	Proxy Level: 3
	Shares Voted: 3,895	Votable Shares: 3,895	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 3,895	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard Dalzell	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. WITHHOLD votes are warranted for the director nominees Richard Dalzell, Jeffrey Immelt, and Erika Rottenberg 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.</i>							
1.2	Elect Director Jeffrey Immelt	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. WITHHOLD votes are warranted for the director nominees Richard Dalzell, Jeffrey Immelt, and Erika Rottenberg 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.</i>							
1.3	Elect Director Erika Rottenberg	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. WITHHOLD votes are warranted for the director nominees Richard Dalzell, Jeffrey Immelt, and Erika Rottenberg 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.</i>							

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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	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 2.16 percent of the fees paid to the auditor are for non-audit purposes.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the majority of NEO pay is granted in the form of equity, concerns are noted regarding the magnitude and structure of LTI awards. The CEO's FY19 equity grant value alone is significantly higher than the median for total CEO pay in the company's peer group. The sign-on awards to the incoming chief product officer are also sizable, totaling \$29.76 million per ISS valuation. The concern surrounding award magnitudes is magnified given that no part of the LTI program is based on performance conditions. Additionally, while the CEO's salary is relatively low, the COO's and CFO's salaries exceed the medians for CEO peers.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078		6728029078	Confirmed	Auto-Instructed	05/21/2020	Auto-Approved	05/21/2020	3,895	3,895
Total Shares:								3,895	3,895

Visteon Corporation

Meeting Date: 06/03/2020	Country: USA	Primary Security ID: 92839U206	Meeting ID: 1425061
Record Date: 04/09/2020	Meeting Type: Annual	Ticker: VC	
Primary CUSIP: 92839U206	Primary ISIN: US92839U2069	Primary SEDOL: B4N0JJ6	Proxy Level: 3
	Shares Voted: 113	Votable Shares: 113	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 113

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James J. Barrese	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Naomi M. Bergman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Jeffrey D. Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Sachin S. Lawande	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Visteon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Joanne M. Maguire	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Robert J. Manzo	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Francis M. Scricco	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director David L. Treadwell	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is 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.</i>							
1i	Elect Director Rouzbeh Yassini-Fard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.25 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/11/2020	Auto-Approved	05/11/2020	113	113
Total Shares:							113	113

Walmart Inc.

Meeting Date: 06/03/2020	Country: USA	Primary Security ID: 931142103	Meeting ID: 1425446
Record Date: 04/09/2020	Meeting Type: Annual	Ticker: WMT	
Primary CUSIP: 931142103	Primary ISIN: US9311421039	Primary SEDOL: 2936921	Proxy Level: 4

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

Walmart Inc.

Total Ballots: 1		Shares Voted: 70	Votable Shares: 70		*Shares on Loan: 0	Shares Instructed: 70	
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Sarah J. Friar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Carla A. Harris	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Thomas W. Horton	Mgmt	Yes	For	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 Marissa A. Mayer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director C. Douglas McMillon	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Gregory B. Penner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Steven S Reinemund	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director S. Robson Walton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Steuart L. Walton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote 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
	Voting Policy Rationale: A vote FOR this item is warranted because only 2.62 percent of the fees paid to the auditor are for non-audit purposes.						

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Walmart Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because:- The terms of the plan are reasonable; and- The plan is broad-based and non-contentious.							
5	Report on Impacts of Single-Use Plastic Bags	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional information about how the company will meet its sustainability commitments while continuing to distribute single-use plastic shopping bags, as well as the environmental impacts of that choice and the company's management of related risks and benefits.							
6	Report on Supplier Antibiotics Use Standards	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because:- There are industry and regulatory trends to move towards antibiotic-free meat and poultry as the science more clearly shows that the routine use of antibiotics in food farms is contributing to the global problem of antibiotic resistance; and- Walmart does not provide shareholders with sufficient analysis and disclosure on managing its risks associated with supplier use of antibiotics.							
7	Adopt Policy to Include Hourly Associates as Director Candidates	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as an hourly associate director would enable more robust oversight of issues related to Walmart employees and their concerns.							
8	Report on Strengthening Prevention of Workplace Sexual Harassment	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on the company's sexual harassment policies could help shareholders better assess the company's management of related risks.							

Ballot Details

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	70	70
Total Shares:							70	70

Netflix, Inc.

Meeting Date: 06/04/2020	Country: USA	Primary Security ID: 64110L106	Meeting ID: 1424436
Record Date: 04/08/2020	Meeting Type: Annual	Ticker: NFLX	
Primary CUSIP: 64110L106	Primary ISIN: US64110L1061	Primary SEDOL: 2857817	Proxy Level: 3
Shares Voted: 4,370		Votable Shares: 4,370	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 4,370	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Reed Hastings	Mgmt	Yes	For	Withhold	Withhold	Withhold

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Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<p><i>Voting Policy Rationale: The board's enhanced transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues. As such, WITHHOLD votes are warranted for all incumbent director nominees. In the absence of the full-board WITHHOLD recommendation, a cautionary vote FOR incumbent director compensation committee member Mathias Doepfner would be warranted, as the degree of responsiveness to last year's low say-on-pay support appears limited. Shareholders may expect more robust responsiveness going forward should say-on-pay opposition remain significant. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Jay C. Hoag	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. The board's enhanced transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues. As such, WITHHOLD votes are warranted for all incumbent director nominees. In the absence of the full-board WITHHOLD recommendation, a cautionary vote FOR incumbent director compensation committee member Mathias Doepfner would be warranted, as the degree of responsiveness to last year's low say-on-pay support appears limited. Shareholders may expect more robust responsiveness going forward should say-on-pay opposition remain significant. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Mathias Dopfner	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The board's enhanced transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues. As such, WITHHOLD votes are warranted for all incumbent director nominees. In the absence of the full-board WITHHOLD recommendation, a cautionary vote FOR incumbent director compensation committee member Mathias Doepfner would be warranted, as the degree of responsiveness to last year's low say-on-pay support appears limited. Shareholders may expect more robust responsiveness going forward should say-on-pay opposition remain significant. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 37.22 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: While the compensation committee has demonstrated a degree of responsiveness by improving proxy disclosure following last year's low vote support, shareholders' feedback and concerns are disclosed in vague terms. As such, it is unclear whether disclosure improvements alone have sufficiently addressed shareholder concerns. There are significant concerns regarding the magnitude and structure of pay programs at Netflix. NEO pay consists of base salaries and grants of fully-vested option awards. While the board sets NEO total pay levels for the year, the NEOs themselves select the form in which their pay is delivered (allocated at their choosing between base salary and vested options). This has resulted in excessive base salaries for the year in review one NEO's base salary alone totaled \$18 million, which alone is comparable with the median of total pay of CEO peers. CEO Hastings received vested options totaling more than \$39 million. While the company improved disclosure of its stock option grant mechanics, there are no safeguards in place that would prevent NEOs from receiving the majority of their compensation in cash, which was the case for certain NEOs in FY2019. The lack of any time- or performance-vesting criteria on incentive pay eliminates the at-risk nature of pay and diminishes its incentive value. In light of these ongoing concerns, a vote AGAINST this proposal is warranted.</i></p>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>							
5	Report on Political Contributions	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote this FOR resolution is warranted, as additional disclosure of the company's political contributions, including trade association memberships and payments, and the company's oversight mechanisms regarding those contributions would allow shareholders to better assess related risks.</i></p>							

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Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
6	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholders' rights.									
7	Report on Risks of Omitting Viewpoint and Ideology from EEO Policy	SH	Yes	Against	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to be taking appropriate steps to protect itself against risks related to discrimination based on political ideology or viewpoint.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078		6728029078	Confirmed	Auto-Instructed	05/22/2020	Auto-Approved	05/22/2020	4,370	4,370
Total Shares:							4,370	4,370	

PBF Energy Inc.

Meeting Date: 06/04/2020	Country: USA	Primary Security ID: 69318G106	Meeting ID: 1422918
Record Date: 04/06/2020	Meeting Type: Annual	Ticker: PBF	
Primary CUSIP: 69318G106	Primary ISIN: US69318G1067	Primary SEDOL: B7F4TJ7	Proxy Level: 3
	Shares Voted: 1,214	Votable Shares: 1,214	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,214	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Thomas J. Nimbley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1B	Elect Director Spencer Abraham	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1C	Elect Director Wayne Budd	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1D	Elect Director Karen Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1E	Elect Director S. Eugene Edwards	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1F	Elect Director William E. Hantke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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PBF Energy Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1G	Elect Director Edward Kosnik	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1H	Elect Director Robert Lavinia	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1I	Elect Director Kimberly S. Lubel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1J	Elect Director George E. Ogden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.20 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The CEO's total pay decreased in FY19 amid generally stronger operational performance. While the company's benchmarking peer groups contain a number of peers that are significantly larger than PBF, the company stated in a supplemental filing that, to the extent that peer groups used for benchmarking purposes contain significantly larger companies, the CEO's target total direct compensation will be discounted from the peer average by at least 35 percent. In addition, the filing indicated the potential for discretionary adjustments to STI awards will be limited to +/- 20 percent of the formulaically determined payout. Lastly, while relative TSR awards may be earned at target for below-median performance, long-term incentive awards are half performance-based and will use a three-year performance period beginning with the FY20 grants.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/27/2020	Auto-Approved	05/27/2020	1,214	1,214
Total Shares:							1,214	1,214

Sarepta Therapeutics, Inc.

Meeting Date: 06/04/2020	Country: USA	Primary Security ID: 803607100	Meeting ID: 1424182
Record Date: 04/13/2020	Meeting Type: Annual	Ticker: SRPT	
Primary CUSIP: 803607100	Primary ISIN: US8036071004	Primary SEDOL: B8DPDT7	Proxy Level: 3
Shares Voted: 2,807		Votable Shares: 2,807	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	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

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Sarepta Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The board does not include at least one minority director.</i>							
1.2	Elect Director Hans Wigzell	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.3	Elect Director Mary Ann Gray	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the request is reasonable and there are no substantial concerns about the company's past use of shares.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 18.47 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 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	Country: USA	Primary Security ID: 872590104	Meeting ID: 1424185
Record Date: 04/07/2020	Meeting Type: Annual	Ticker: TMUS	
Primary CUSIP: 872590104	Primary ISIN: US8725901040	Primary SEDOL: B94Q9V0	Proxy Level: 3
Total Ballots: 1	Shares Voted: 573	Votable Shares: 573	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 573

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marcelo Claire	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee.</i>							

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T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Srikant M. Datar	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Ronald D. Fisher	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee.</i>						
1.4	Elect Director Srin Gopalan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee.</i>						
1.5	Elect Director Lawrence H. Guffey	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.6	Elect Director Timotheus Hottges	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.7	Elect Director Christian P. Illek	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee.</i>						
1.8	Elect Director Stephen Kappes	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.9	Elect Director Raphael Kubler	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee.</i>						
1.10	Elect Director Thorsten Langheim	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee.</i>						
1.11	Elect Director G. Michael (Mike) Sievert	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.12	Elect Director Teresa A. Taylor	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.13	Elect Director Kelvin R. Westbrook	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 36.90 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>						

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T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Annual incentives and the majority of long-term awards are tied to objective performance metrics, and program outcomes are consistent with recent performance. However, the company entered into multiple employment agreement amendments with the CFO during 2019. This resulted in payment of new retention awards following the vesting and payment of previous "one-time" retention awards granted in December 2017. Investors typically expect the payment of retention awards to be infrequent. The amendments also provided the executive with severance payments prior to the termination of his employment, and a large cash payment for employment in the first half of 2020 which value exceeds the target value of his full-year 2019 incentive awards.</i>							
4	Limit Accelerated Vesting of Equity Awards Upon a Change in Control	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because a policy requiring pro-rata vesting of equity upon a change in control would further align the interests of executives with shareholders.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/22/2020	Auto-Approved	05/22/2020	574	573
Total Shares:							574	573

Trane Technologies Plc

Meeting Date: 06/04/2020	Country: Ireland	Primary Security ID: G8994E103	Meeting ID: 1425744
Record Date: 04/08/2020	Meeting Type: Annual	Ticker: TT	
Primary CUSIP: G8994E103	Primary ISIN: IE00BK9ZQ967	Primary SEDOL: BK9ZQ96	Proxy Level: N/A
	Shares Voted: 443	Votable Shares: 443	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 443

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Ann C. Berzin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1c	Elect Director John Bruton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1d	Elect Director Jared L. Cohon	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							

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Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Gary D. Forsee	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1f	Elect Director Linda P. Hudson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1g	Elect Director Michael W. Lamach	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1h	Elect Director Myles P. Lee	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1i	Elect Director Karen B. Peetz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1j	Elect Director John P. Surma	Mgmt	Yes	For	For	Against	Against
	<i>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.</i>						
1k	Elect Director Richard J. Swift	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1l	Elect Director Tony L. White	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although concerns are noted, support FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.86 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>						
4	Authorize Issue of Equity	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
5	Renew Directors' Authority to Issue Shares for Cash	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

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

Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
6	Authorize Reissuance of Repurchased Shares	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this resolution is warranted. This is a routine item for companies incorporated in Ireland and no concerns have been identified.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/14/2020	Auto-Approved	05/14/2020	443	443
Total Shares:							443	443	

Axsome Therapeutics, Inc.

Meeting Date: 06/05/2020	Country: USA	Primary Security ID: 05464T104	Meeting ID: 1424192
Record Date: 04/09/2020	Meeting Type: Annual	Ticker: AXSM	
Primary CUSIP: 05464T104	Primary ISIN: US05464T1043	Primary SEDOL: BYZR4X4	Proxy Level: 1
	Shares Voted: 800	Votable Shares: 800	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 800

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Elect Director Mark Saad	Mgmt	Yes	For	Withhold	Withhold	Withhold		
Voting Policy Rationale: The board does not include at least one woman director.WITHHOLD votes are warranted for director nominee Mark Saad given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights.									
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
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	05/27/2020	Auto-Approved	05/27/2020	800	800
Total Shares:								800	800

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

Garmin Ltd.

Meeting Date: 06/05/2020	Country: Switzerland	Primary Security ID: H2906T109	Meeting ID: 1422081
Record Date: 04/09/2020	Meeting Type: Annual	Ticker: GRMN	
Primary CUSIP: H2906T109	Primary ISIN: CH0114405324	Primary SEDOL: B3Z5T14	Proxy Level: N/A
	Shares Voted: 182	Votable Shares: 182	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 182

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the approval of the annual financial statements and statutory reports is warranted.</i>						
2	Approve Allocation of Income and Dividends	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR these items are warranted.</i>						
3	Approve Dividends	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR these items are warranted.</i>						
4	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the discharge of the board of directors and senior management is warranted.</i>						
5.1	Elect Director Jonathan C. Burrell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.2	Elect Director Joseph J. Hartnett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.3	Elect Director Min H. Kao	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.4	Elect Director Catherine A. Lewis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.5	Elect Director Charles W. Pepper	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.6	Elect Director Clifton A. Pemble	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
6	Elect Min H. Kao as Board Chairman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
7.1	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of Joseph Hartnett, Charles Pepper, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Pepper, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.</i>						

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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7.2	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of Joseph Hartnett, Charles Pepper, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Pepper, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.</i>							
7.3	Appoint Catherine A. Lewis as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of Joseph Hartnett, Charles Pepper, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Pepper, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.</i>							
7.4	Appoint Charles W. Pepper as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of Joseph Hartnett, Charles Pepper, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Pepper, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.</i>							
8	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the appointment of Wuersch & Gering LLP as independent proxy is warranted.</i>							
9	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: While some shareholders may prefer to see the utilization of multi-year performance periods for performance equity, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
11	Approve Fiscal Year 2021 Maximum Aggregate Compensation for the Executive Management	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: As the company is classified as a US domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote FOR this proposal is warranted.</i>							
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
<i>Voting Policy Rationale: A vote FOR this proposal is warranted.</i>							
13	Approve the Renewal of Authorized Share Capital without Preemptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposed capital authorization is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/14/2020	Auto-Approved	05/14/2020	182	182
Total Shares:							182	182

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

Garmin Ltd.

Hilton Worldwide Holdings Inc.

Meeting Date: 06/05/2020	Country: USA	Primary Security ID: 43300A203	Meeting ID: 1425854
Record Date: 04/13/2020	Meeting Type: Annual	Ticker: HLT	
Primary CUSIP: 43300A203	Primary ISIN: US43300A2033	Primary SEDOL: BYVMW06	Proxy Level: 3
	Shares Voted: 36	Votable Shares: 36	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 36

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1b	Elect Director Jonathan D. Gray	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1c	Elect Director Charlene T. Begley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1d	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1e	Elect Director Raymond E. Mabus, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1f	Elect Director Judith A. McHale	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director John G. Schreiber	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Elizabeth A. Smith	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1i	Elect Director Douglas M. Steenland	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>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.</i>						

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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 Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted, as executive compensation and company performance are reasonably aligned for the year under review.								
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year	
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/12/2020	Auto-Approved	05/12/2020	36	36
Total Shares:							36	36

Digital Realty Trust, Inc.

Meeting Date: 06/08/2020	Country: USA	Primary Security ID: 253868103	Meeting ID: 1433016
Record Date: 04/20/2020	Meeting Type: Annual	Ticker: DLR	
Primary CUSIP: 253868103	Primary ISIN: US2538681030	Primary SEDOL: B03GQS4	Proxy Level: 3
	Shares Voted: 64	Votable Shares: 64	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 64	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Laurence A. Chapman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Alexis Black Bjorlin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Michael A. Coke	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Michael Coke, Mary Hogan Preusse, and William LaPerch is warranted for a material governance failure. The company's governing documents restrict shareholders' ability to amend the company bylaws. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director VeraLinn "Dash" Jamieson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Kevin J. Kennedy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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Digital Realty Trust, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director William G. LaPerch	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST Michael Coke, Mary Hogan Preusse, and William LaPerch is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Jean F.H.P. Mandeville	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Afshin Mohebbi	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Mark R. Patterson	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Mary Hogan Preusse	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST Michael Coke, Mary Hogan Preusse, and William LaPerch is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director A. William Stein	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 22.12 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/21/2020	Auto-Approved	05/21/2020	64	64
Total Shares:							64	64

Extraction Oil & Gas, Inc.

Meeting Date: 06/08/2020	Country: USA	Primary Security ID: 30227M105	Meeting ID: 1426250
Record Date: 04/13/2020	Meeting Type: Annual	Ticker: XOG	
Primary CUSIP: 30227M105	Primary ISIN: US30227M1053	Primary SEDOL: BZ0CD34	Proxy Level: 3

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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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Extraction Oil & Gas, Inc.

Shares Voted: 10,932

Votable Shares: 10,932

*Shares on Loan: 0

Shares Instructed: 10,932

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John S. Gaensbauer	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for director nominees Matthew (Matt) Owens, Wayne Murdy and John Gaensbauer 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.</i>							
1.2	Elect Director Wayne W. Murdy	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for director nominees Matthew (Matt) Owens, Wayne Murdy and John Gaensbauer 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.</i>							
1.3	Elect Director Matthew R. Owens	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for director nominees Matthew (Matt) Owens, Wayne Murdy and John Gaensbauer 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.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.06 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives were primarily-based on pre-set objective measures and payouts were earned below target in line with company performance. In addition, equity awards were pre-dominantly performance-conditioned and were subject to a multi-year measurement period.</i>							
4	Approve Reverse Stock Split	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reverse stock split may enable the company to maintain listing of its common stock on the Nasdaq Global Select Market.</i>							
5	Reduce Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would limit the effective increase in the number of authorized shares, pursuant to the reverse stock split.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/26/2020	Auto-Approved	05/26/2020	10,932	10,932
Total Shares:							10,932	10,932

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

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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,219

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
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director Maria Fardis	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director Athena Countouriotis	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director Ryan Maynard	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Merrill A. McPeak	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Wayne P. Rothbaum	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Michael Weiser	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Advisory Vote on Say on Pay Frequency Every Year	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the adoption of an annual say-on-pay frequency is warranted.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The shares reserved is relatively conservative; and- The offering period within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						

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

Iovance Biotherapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
6	Ratify Marcum LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment 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	Country: USA	Primary Security ID: 596278101	Meeting ID: 1417601
Record Date: 04/09/2020	Meeting Type: Annual	Ticker: MIDD	
Primary CUSIP: 596278101	Primary ISIN: US5962781010	Primary SEDOL: 2590930	Proxy Level: 3
Shares Voted: 73	Votable Shares: 73	*Shares on Loan: 0	Shares Instructed: 73
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 Sarah Palisi Chapin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Timothy J. Fitzgerald	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Cathy L. McCarthy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director John R. Miller, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Robert A. Nerbonne	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Gordon O'Brien	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Nasseem Ziyad	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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The Middleby Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 1.05 percent of the fees paid to the auditor are for non-audit purposes.								
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against	
Voting Policy Rationale: A vote AGAINST the proposal is warranted due to insufficient responsiveness to last year's failed say-on-pay vote. While the compensation committee engaged with shareholders and disclosed the feedback they received, the company only made limited changes to pay programs in response. Although the new CEO's pay was lower and the committee acknowledged concerns regarding overlapping metrics and discretionary payments, the proxy does not disclose a commitment not to repeat the actions investors found concerning. Given the failed vote, many investors may have expected a more robust response to these issues. However, concerns regarding the pay-for-performance misalignment were mitigated for the year in review. The short-term incentive program was based on rigorous performance metrics and consisted entirely of pre-set financial goals. The long-term incentive program was largely performance-conditioned, utilized forward-looking goals, and the grant value to the new CEO was lower. However, continued monitoring is warranted regarding the annualized performance periods in the LTI program as well as the overlapping metrics between the short- and long-term programs.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/27/2020	Auto-Approved	05/27/2020	73	73
Total Shares:							73	73

Wingstop Inc.

Meeting Date: 06/08/2020	Country: USA	Primary Security ID: 974155103	Meeting ID: 1426279
Record Date: 04/13/2020	Meeting Type: Annual	Ticker: WING	
Primary CUSIP: 974155103	Primary ISIN: US9741551033	Primary SEDOL: BYYXHN4	Proxy Level: 3
Shares Voted: 1,610		Votable Shares: 1,610	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,610

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lynn Crump-Caine	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							
1.2	Elect Director Wesley S. McDonald	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							

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Wingstop Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.99 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Annual incentives are predicated on pre-set objective metrics, and two-thirds of the CEO's annual equity award is performance-conditioned, with a multi-year measurement period. However, the CEO received a discretionary cash bonus and special one-time equity award during the year in review. Although the one-time equity award is entirely performance-based, it utilizes a short one-year performance period and is relatively large. Moreover, the company's peer group contains several companies which are substantially larger in terms of revenue, and the CEO's pay has exceeded the peer group median. Target pay opportunities will increase for 2020</i>							
4	Amend Certificate of Incorporation to Remove Certain Provisions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed amendments seek to remove certain charter provisions that provided favorable rights to a former controlling shareholder and approval of this proposal would ensure that all shareholders have identical rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	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	Country: USA	Primary Security ID: 004498101	Meeting ID: 1425839
Record Date: 04/16/2020	Meeting Type: Annual	Ticker: ACIW	
Primary CUSIP: 004498101	Primary ISIN: US0044981019	Primary SEDOL: 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 Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Odilon Almeida	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Janet O. Estep	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director James C. Hale	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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ACI Worldwide, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Pamela H. Patsley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Charles E. Peters, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director David A. Poe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Adalio T. Sanchez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Thomas W. Warsop, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 19.73 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment 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	Meeting ID: 1431995
Record Date: 04/14/2020	Meeting Type: Annual	Ticker: AAL	
Primary CUSIP: 02376R102	Primary ISIN: US02376R1023	Primary SEDOL: BCV7KT2	Proxy Level: 3

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

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
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Jeffrey D. Benjamin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director John T. Cahill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Michael J. Embler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Matthew J. Hart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Susan D. Kronick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Martin H. Nesbitt	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Denise M. O'Leary	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director W. Douglas Parker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Ray M. Robinson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.94 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						
4	Report on Political Contributions and Expenditures	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure of the company's political contributions, including trade association memberships and payments, and the company's oversight mechanisms regarding those contributions would allow shareholders to better assess related risks.</i>						

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American Airlines Group Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/21/2020	Auto-Approved	05/21/2020	289	289
Total Shares:							289	289

Brighthouse Financial, Inc.

Meeting Date: 06/10/2020	Country: USA	Primary Security ID: 10922N103	Meeting ID: 1432461
Record Date: 04/13/2020	Meeting Type: Annual	Ticker: BHF	
Primary CUSIP: 10922N103	Primary ISIN: US10922N1037	Primary SEDOL: BF429K9	Proxy Level: 3
	Shares Voted: 189	Votable Shares: 189	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 189

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Irene Chang Britt	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Irene Britt, Eileen Mallesch, Diane Offereins, and Paul Wetzel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. 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.</i>							
1b	Elect Director C. Edward (Chuck) Chaplin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Eileen A. Mallesch	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Irene Britt, Eileen Mallesch, Diane Offereins, and Paul Wetzel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. 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.</i>							
1d	Elect Director Margaret M. (Meg) McCarthy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Diane E. Offereins	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Irene Britt, Eileen Mallesch, Diane Offereins, and Paul Wetzel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. 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.</i>							
1f	Elect Director Patrick J. (Pat) Shoumlin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Brighthouse Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Eric T. Steigerwalt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Paul M. Wetzel	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Irene Britt, Eileen Mallesch, Diane Offereins, and Paul Wetzel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. 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.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. There is some uncertainty surrounding the effect that individual performance has on annual incentive payouts; however, the individual performance assessment disclosure is robust, the CEO's award was not adjusted upward or downward based on individual performance, and the annual program is otherwise entirely based on pre-set quantitative metrics. While the lack of forward-looking goal disclosure under the LTI program raises some concern, the program is majority-based on multi-year performance goals following a significant increase to the proportion of performance awards in 2019.</i>							
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin 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	Country: USA	Primary Security ID: 31620R303	Meeting ID: 1425389
Record Date: 04/13/2020	Meeting Type: Annual	Ticker: FNF	
Primary CUSIP: 31620R303	Primary ISIN: US31620R3030	Primary SEDOL: BNRDD4	Proxy Level: 3
	Shares Voted: 500	Votable Shares: 500	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	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

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Fidelity National Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Douglas K. Ammerman	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.3	Elect Director Thomas M. Hagerty	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.4	Elect Director Peter O. Shea, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent directors William Foley II, Douglas Ammerman, Thomas Hagerty, and Peter Shea Jr. as the non-executive chairman of the board was highly compensated for consecutive years without reasonable rationale disclosed and he is a participant in the company's performance-based annual incentive plan.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.77 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

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

Meeting Date: 06/10/2020	Country: USA	Primary Security ID: 500688106	Meeting ID: 1433285
Record Date: 04/13/2020	Meeting Type: Annual	Ticker: KOS	
Primary CUSIP: 500688106	Primary ISIN: US5006881065	Primary SEDOL: BHK15K6	Proxy Level: 3
Total Ballots: 1	Shares Voted: 3,490	Votable Shares: 3,490	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 3,490

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

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Kosmos Energy Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1B	Elect Director Richard Dearlove	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.62 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
4	Approve Reverse Stock Split	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the number of authorized shares would be proportionally reduced following the reverse split, and the reverse stock split will assist the company in maintaining the listing of its common stock on NYSE.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/20/2020	Auto-Approved	05/20/2020	3,490	3,490
Total Shares:							3,490	3,490

Ligand Pharmaceuticals Incorporated

Meeting Date: 06/10/2020	Country: USA	Primary Security ID: 53220K504	Meeting ID: 1426184
Record Date: 04/14/2020	Meeting Type: Annual	Ticker: LGND	
Primary CUSIP: 53220K504	Primary ISIN: US53220K5048	Primary SEDOL: 2501578	Proxy Level: 3
Total Ballots: 1	Shares Voted: 791	Votable Shares: 791	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 791

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jason M. Aryeh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Sarah Boyce	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Todd C. Davis	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Ligand Pharmaceuticals Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Nancy R. Gray	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director John L. Higgins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director John W. Kozarich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director John L. LaMattina	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Sunil Patel	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Stephen L. Sabba	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 41.13 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/11/2020	Auto-Approved	05/11/2020	791	791
Total Shares:							791	791

Reata Pharmaceuticals, Inc.

Meeting Date: 06/10/2020	Country: USA	Primary Security ID: 75615P103	Meeting ID: 1432481
Record Date: 04/16/2020	Meeting Type: Annual	Ticker: RETA	
Primary CUSIP: 75615P103	Primary ISIN: US75615P1030	Primary SEDOL: BYY9FX8	Proxy Level: 3

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

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

Reata Pharmaceuticals, Inc.

	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 Instruction
1.1	Elect Director James E. Bass	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: 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. WITHHOLD votes are warranted for director nominees James Bass and R. Kent McGaughy 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.</i>							
1.2	Elect Director R. Kent McGaughy, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: 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. WITHHOLD votes are warranted for director nominees James Bass and R. Kent McGaughy 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.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the company recently entered into a new employment agreement which included an entitlement to an excise tax gross-up.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.87 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/27/2020	Auto-Approved	05/27/2020	536	536
Total Shares:							536	536

Willis Towers Watson Public Limited Company

Meeting Date: 06/10/2020	Country: Ireland	Primary Security ID: G96629103	Meeting ID: 1430202
Record Date: 03/20/2020	Meeting Type: Annual	Ticker: WLTW	
Primary CUSIP: G96629103	Primary ISIN: IE00BDB6Q211	Primary SEDOL: BDB6Q21	Proxy Level: N/A

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

Willis Towers Watson Public Limited Company

Shares Voted: 166 **Votable Shares:** 166 ***Shares on Loan:** 0 **Shares Instructed:** 166
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anna C. Catalano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Victor F. Ganzi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director John J. Haley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Wendy E. Lane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Brendan R. O'Neill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jaymin B. Patel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Linda D. Rabbitt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Paul D. Thomas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Wilhelm Zeller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.8 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

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Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/19/2020	Auto-Approved	05/19/2020	166	166
Total Shares:								166	166

Activision Blizzard, Inc.

Meeting Date: 06/11/2020	Country: USA	Primary Security ID: 00507V109	Meeting ID: 1426230
Record Date: 04/15/2020	Meeting Type: Annual	Ticker: ATVI	
Primary CUSIP: 00507V109	Primary ISIN: US00507V1098	Primary SEDOL: 2575818	Proxy Level: 3
Total Ballots: 2	Shares Voted: 6,888	Votable Shares: 6,888	*Shares on Loan: 0
	Voting Policy: UUA	Shares Instructed: 6,888	

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
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Robert Corti	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Hendrik Hartong, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1d	Elect Director Brian Kelly	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1e	Elect Director Robert Kotick	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1f	Elect Director Barry Meyer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1g	Elect Director Robert Morgado	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

Activision Blizzard, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Peter Nolan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1i	Elect Director Dawn Ostroff	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1j	Elect Director Casey Wasserman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. A large portion of the CEO's annual incentive is based on strategic objectives, and while performance in this metric translated to below-target payouts, the lack of any disclosure for such a large portion of the award makes it difficult for shareholders to assess the pay for performance linkage. Such disclosures are particularly important given the CEO's relatively large base salary and target STI opportunity. In addition, the majority of the CEO's sizable 2019 equity awards, which exceeded the median total pay of peer CEOs, lacked performance vesting criteria, while goal rigor and disclosure concerns are noted for the performance-based component of the award. Additionally, the CEO's legacy employment agreement provides numerous overlapping pay opportunities, which raise concerns over potential excessive payouts in the future. Finally, the company provided an NEO with a significant cash inducement award in connection with an internal appointment, which vested within a year of grant and was over four times the NEO's salary.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 24.37 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on Political Contributions Disclosure	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's direct political contributions and indirect political contributions through trade associations and other tax-exempt organizations, as well as its management- and board-level oversight of electoral spending, could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/28/2020	Auto-Approved	05/28/2020	797	797
Sands Capital Mgmt, 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	Primary ISIN: US0865161014	Primary SEDOL: 2094670	Proxy Level: 3

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

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
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Lisa M. Caputo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director J. Patrick Doyle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Kathy J. Higgins Victor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director David W. Kenny	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Karen A. McLoughlin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Thomas L. "Tommy" Millner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Claudia F. Munce	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Richelle P. Parham	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Eugene A. Woods	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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

Best Buy Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Eliminate Supermajority Vote Requirement to Amend, Alter or Repeal the Provisions of Article IX	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							
6	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
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							
7	Eliminate Supermajority Vote Requirement to Amend, Alter or Repeal the Provisions of Article X	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							
8	Amend the Anti-Greenmail Provision Voting Standard in Article X, Section 2	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Support FOR this proposal is warranted as there is no adverse material impact on shareholders rights from reducing the vote standard from a majority of outstanding shares to a majority of shares cast and the reduction in vote requirement is consistent with the proposed vote standard under items 5-7.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/22/2020	Auto-Approved	05/22/2020	114	114
Total Shares:							114	114

EVO Payments, Inc.

Meeting Date: 06/11/2020	Country: USA	Primary Security ID: 26927E104	Meeting ID: 1433184
Record Date: 04/14/2020	Meeting Type: Annual	Ticker: EVOP	
Primary CUSIP: 26927E104	Primary ISIN: US26927E1047	Primary SEDOL: BG5NSM3	Proxy Level: 3
Total Ballots: 1	Shares Voted: 5,787	Votable Shares: 5,787	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 5,787

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Laura M. Miller	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

EVO Payments, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Gregory S. Pope	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent director nominees Gregory Pope and Matthew Raino given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the charter, each of which adversely impacts shareholder rights.</i>							
1.3	Elect Director Matthew W. Raino	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent director nominees Gregory Pope and Matthew Raino given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the charter, each of which adversely impacts shareholder rights.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 23.77 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	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	Country: USA	Primary Security ID: 50187A107	Meeting ID: 1433210
Record Date: 04/14/2020	Meeting Type: Annual	Ticker: LHCG	
Primary CUSIP: 50187A107	Primary ISIN: US50187A1079	Primary SEDOL: B06DT50	Proxy Level: 3
	Shares Voted: 1,116	Votable Shares: 1,116	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		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

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

LHC Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Clifford S. Holtz	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director W.J. 'Billy' Tauzin	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director Brent Turner	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/21/2020	Auto-Approved	05/21/2020	1,116	1,116
Total Shares:							1,116	1,116

LivePerson, Inc.

Meeting Date: 06/11/2020	Country: USA	Primary Security ID: 538146101	Meeting ID: 1433213
Record Date: 04/20/2020	Meeting Type: Annual	Ticker: LPSN	
Primary CUSIP: 538146101	Primary ISIN: US5381461012	Primary SEDOL: 2577052	Proxy Level: 3
	Shares Voted: 6,121	Votable Shares: 6,121	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 6,121	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Block	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1b	Elect Director Fredrick Mossler	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							

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

LivePerson, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Ratify BDO USA, LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.								
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A cautionary vote FOR this proposal is warranted due to the compensation committee demonstrating mixed responsiveness to shareholder concerns following low support for last year's say-on-pay proposal. Although shareholder engagement details are limited, specific feedback was disclosed, and the committee implemented positive improvements to the executive pay program to address some of the concerns.								
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/26/2020	Auto-Approved	05/26/2020	6,121	6,121
Total Shares:							6,121	6,121

Monolithic Power Systems, Inc.

Meeting Date: 06/11/2020	Country: USA	Primary Security ID: 609839105	Meeting ID: 1433049
Record Date: 04/20/2020	Meeting Type: Annual	Ticker: MPWR	
Primary CUSIP: 609839105	Primary ISIN: US6098391054	Primary SEDOL: B01Z7J1	Proxy Level: 3
Shares Voted: 572		Votable Shares: 572	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	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
<i>Voting Policy Rationale: The board does not include at least one woman director.</i>							
1.2	Elect Director James C. Moyer	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

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

Monolithic Power Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against		
Voting Policy Rationale: Based on 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;									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/26/2020	Auto-Approved	05/26/2020	572	572
Total Shares:								572	572

salesforce.com, inc.

Meeting Date: 06/11/2020	Country: USA	Primary Security ID: 79466L302	Meeting ID: 1434280
Record Date: 04/16/2020	Meeting Type: Annual	Ticker: CRM	
Primary CUSIP: 79466L302	Primary ISIN: US79466L3024	Primary SEDOL: 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 Instruction
1a	Elect Director Marc Benioff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Craig Conway	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Parker Harris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Alan Hassenfeld	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Neelie Kroes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Colin Powell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Sanford Robertson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

salesforce.com, inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director John V. Roos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Robin Washington	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Maynard Webb	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Susan Wojcicki	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>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.</i>						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>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.</i>						
6	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/26/2020	Auto-Approved	05/26/2020	2,473	2,473
Total Shares:							2,473	2,473

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

Semtech Corporation

Meeting Date: 06/11/2020	Country: USA	Primary Security ID: 816850101	Meeting ID: 1434281
Record Date: 04/17/2020	Meeting Type: Annual	Ticker: 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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,608

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James P. Burra	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Rodolpho C. Cardenuto	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Bruce C. Edwards	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Saar Gillai	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Rockell N. Hankin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Ye Jane Li	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director James T. Lindstrom	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Mohan R. Maheswaran	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Sylvia Summers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.13 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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

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		
<i>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.</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	05/29/2020	Auto-Approved	05/29/2020	4,608	4,608
Total Shares:								4,608	4,608

Proofpoint, Inc.

Meeting Date: 06/12/2020	Country: USA	Primary Security ID: 743424103	Meeting ID: 1426188
Record Date: 04/15/2020	Meeting Type: Annual	Ticker: PFPT	
Primary CUSIP: 743424103	Primary ISIN: US7434241037	Primary SEDOL: B6VDQC3	Proxy Level: 3
	Shares Voted: 756	Votable Shares: 756	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 756

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jonathan Feiber	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The board does not include at least one minority director.</i></p>							
1b	Elect Director Kevin Harvey	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The board does not include at least one minority director.</i></p>							
1c	Elect Director Leyla Seka	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The board does not include at least one minority director.</i></p>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>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.</i></p>							

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

Proofpoint, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 10.24 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	06/01/2020	Auto-Approved	06/01/2020	756	756
Total Shares:							756	756	

Tabula Rasa HealthCare, Inc.

Meeting Date: 06/12/2020	Country: USA	Primary Security ID: 873379101	Meeting ID: 1433078
Record Date: 04/21/2020	Meeting Type: Annual	Ticker: TRHC	
Primary CUSIP: 873379101	Primary ISIN: US8733791011	Primary SEDOL: BYQBFS7	Proxy Level: 3
Shares Voted: 2,694	Votable Shares: 2,694	*Shares on Loan: 0	Shares Instructed: 2,694
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jan Berger	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for all director nominees given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.</i>							
1.2	Elect Director Kathrine O'Brien	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. WITHHOLD votes are warranted for all director nominees given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.</i>							
1.3	Elect Director Michael Purcell	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. WITHHOLD votes are warranted for all director nominees given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

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

Tabula Rasa HealthCare, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: 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
WCM Investment 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	Country: USA	Primary Security ID: 443201108	Meeting ID: 1433032
Record Date: 04/27/2020	Meeting Type: Annual	Ticker: HWM	
Primary CUSIP: 443201108	Primary ISIN: US4432011082	Primary SEDOL: BKLJ8V2	Proxy Level: 3
Shares Voted: 1,552		Votable Shares: 1,552	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,552

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	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1b	Elect Director Amy E. Alving	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1c	Elect Director Joseph S. Cantie	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1d	Elect Director Robert F. Leduc	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1e	Elect Director David J. Miller	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1f	Elect Director Jody G. Miller	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1g	Elect Director Tolga I. Oal	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							

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

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
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director John C. Plant	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1j	Elect Director Ulrich R. Schmidt	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. After the 2019 say-on-pay proposal received relatively low support, the company disclosed certain engagement efforts and feedback received. The proxy indicated investor conversations were primarily focused on the special compensation arrangements made with the CEO and COO but does not disclose changes made to these arrangements, though it does note the committee considered the feedback when extending the CEO's employment term. Additionally, the company granted the new CEO two sizable equity grants in 2019 in addition to a potential \$20 million bonus opportunity. While new hire awards are a common market practice, the term of the CEO's initial and secondary employment arrangements were relatively short given the magnitude of the grants. Further, the first equity grant, valued at over \$17 million and the cash bonus have already vested or been deemed earned. Lastly, continued monitoring is warranted as the company disclosed the addition of a co-CEO in 2020, which may serve to increase the total compensation cost to investors.</i>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that an activist shareholder is near the proposed 10 percent ownership requirement needed to unilaterally call a special meeting, which may not be in the best interests of the majority of shareholders.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/02/2020	Auto-Approved	06/02/2020	1,552	1,552
Total Shares:							1,552	1,552

General Motors Company

Meeting Date: 06/16/2020	Country: USA	Primary Security ID: 37045V100	Meeting ID: 1430692
Record Date: 04/17/2020	Meeting Type: Annual	Ticker: GM	
Primary CUSIP: 37045V100	Primary ISIN: US37045V1008	Primary SEDOL: B665KZ5	Proxy Level: 3

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

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 Instruction
1a	Elect Director Mary T. Barra	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Wesley G. Bush	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Linda R. Gooden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Joseph Jimenez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Jane L. Mendillo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Judith A. Miskic	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Thomas M. Schoewe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Theodore M. Solso	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Carol M. Stephenson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Devin N. Wenig	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. 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.</i>						

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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
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.00 percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
6	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							
7	Amend Proxy Access Right	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i>							
8	Report on Human Rights Policy Implementation	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information concerning compliance, performance and remediation related to GM's implementation of its Human Rights Policy and Supplier Code of Conduct will provide shareholders with a better understanding of the company's management of these policies and related risks.</i>							
9	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related expenditures, trade association payments, and management-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/02/2020	Auto-Approved	06/02/2020	2,104	2,104
Total Shares:							2,104	2,104

Ingersoll Rand, Inc.

Meeting Date: 06/16/2020	Country: USA	Primary Security ID: 45687V106	Meeting ID: 1432468
Record Date: 04/22/2020	Meeting Type: Annual	Ticker: IR	
Primary CUSIP: 45687V106	Primary ISIN: US45687V1061	Primary SEDOL: BL5GZ82	Proxy Level: 1

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

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

Ingersoll Rand, Inc.

Shares Voted: 1,133 **Votable Shares:** 1,133 ***Shares on Loan:** 0 **Shares Instructed:** 1,133
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 Kirk E. Arnold	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director William P. Donnelly	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Marc E. Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/21/2020	Auto-Approved	05/21/2020	1,133	1,133
Total Shares:							1,133	1,133

MetLife, Inc.

Meeting Date: 06/16/2020 **Country:** USA **Primary Security ID:** 59156R108 **Meeting ID:** 1432611
Record Date: 04/23/2020 **Meeting Type:** Annual **Ticker:** MET
Primary CUSIP: 59156R108 **Primary ISIN:** US59156R1086 **Primary SEDOL:** 2573209 **Proxy Level:** 3
Shares Voted: 2,072 **Votable Shares:** 2,072 ***Shares on Loan:** 0 **Shares Instructed:** 2,072
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl W. Grise	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Carlos M. Gutierrez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

MetLife, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Gerald L. Hassell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director David L. Herzog	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director R. Glenn Hubbard	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Edward J. Kelly, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director William E. Kennard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Michel A. Khalaf	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Catherine R. Kinney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Diana L. McKenzie	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Denise M. Morrison	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Mark A. Weinberger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 12.62 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/13/2020	Auto-Approved	05/17/2020	2,072	2,072
Total Shares:							2,072	2,072

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

MetLife, Inc.

Square, Inc.

Meeting Date: 06/16/2020	Country: USA	Primary Security ID: 852234103	Meeting ID: 1426194
Record Date: 04/20/2020	Meeting Type: Annual	Ticker: SQ	
Primary CUSIP: 852234103	Primary ISIN: US8522341036	Primary SEDOL: BYNZGK1	Proxy Level: 4
	Shares Voted: 7,110	Votable Shares: 7,110	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 7,110

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roelof Botha	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for incumbent director nominees Roelof Botha and James (Jim) McKelvey 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.</i>							
1.2	Elect Director Amy Brooks	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.3	Elect Director James McKelvey	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. WITHHOLD votes are warranted for incumbent director nominees Roelof Botha and James (Jim) McKelvey 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.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.70 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on Non-Management Employee Representation on the Board of Directors	SH	Yes	Against	Against	Against	Against
<i>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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	06/02/2020	Auto-Approved	06/02/2020	7,110	7,110
Total Shares:							7,110	7,110

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

ServiceNow, Inc.

Meeting Date: 06/17/2020 **Country:** USA **Primary Security ID:** 81762P102 **Meeting ID:** 1426310
Record Date: 04/20/2020 **Meeting Type:** Annual **Ticker:** NOW

Primary CUSIP: 81762P102 **Primary ISIN:** US81762P1021 **Primary SEDOL:** B80NXX8 **Proxy Level:** 3
Shares Voted: 4,535 **Votable Shares:** 4,535 ***Shares on Loan:** 0 **Shares Instructed:** 4,535
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William R. "Bill" McDermott	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1b	Elect Director Anita M. Sands	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1c	Elect Director Dennis M. Woodside	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, primarily due to the magnitude of the new CEO's total pay for the year in review. His new-hire awards were large, half were time-based, and this portion of the award was valued at \$20 million, which exceeds both the company and ISS' median total pay for peers. His FY19 grant value also did not include certain make-whole payments, a portion of which are still outstanding, and the company may have to pay. The company did provide a supplemental filing on June 4, 2020, which states that his previous employer has acknowledged its obligation to make these payments and has begun making payments. While the company improved its disclosure of incentive programs in FY2019, there are still concerns regarding potential duplicative payouts, given that the annual grant of equity was based on the same financial goal and one-year performance period as in the STI program. Further, investors may note that the CEO's anticipated annual LTI grant in FY20 is also set above the company's peer median total CEO pay.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>							
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	06/05/2020	Auto-Approved	06/05/2020	4,535	4,535
Total Shares:							4,535	4,535

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

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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 955

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Francis S. Blake	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Ashton B. Carter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director David G. DeWalt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director William H. Easter, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Christopher A. Hazleton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Michael P. Huerta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Jeanne P. Jackson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director George N. Mattson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Sergio A. L. Rial	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director David S. Taylor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Kathy N. Waller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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

Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.63 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							
5	Report on Climate Lobbying	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with the Paris Agreement, especially in light of the increasing risks to the company related to climate change.</i>							
6	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's direct political contributions and indirect political contributions through trade associations and other tax-exempt organizations, as well as its management- and board-level oversight of electoral spending, could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i>							
7	Report on Sexual Harassment Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from additional information about what the company is doing to manage the risks associated with workplace sexual harassment.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/02/2020	Auto-Approved	06/02/2020	955	955
Total Shares:							955	955

Discovery, Inc.

Meeting Date: 06/18/2020	Country: USA	Primary Security ID: 25470F104	Meeting ID: 1433179
Record Date: 04/20/2020	Meeting Type: Annual	Ticker: DISCA	
Primary CUSIP: 25470F104	Primary ISIN: US25470F1049	Primary SEDOL: B3D7K31	Proxy Level: 3
Total Ballots: 1	Shares Voted: 247	Votable Shares: 247	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 247

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert R. Bennett	Mgmt	Yes	For	Withhold	Withhold	Withhold

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

Discovery, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for all director nominees given the company's persistent poor compensation practices, which have consistently driven a misalignment between pay and performance.</i>							
1.2	Elect Director John C. Malone	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for all director nominees given the company's persistent poor compensation practices, which have consistently driven a misalignment between pay and performance.</i>							
1.3	Elect Director David M. Zaslav	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for all director nominees given the company's persistent poor compensation practices, which have consistently driven a misalignment between pay and performance.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.01 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, given several recurring poor compensation practices that underscore a pay-for-performance misalignment. CEO Zaslav's base salary remains large, and his annual incentive opportunities are outsized, which resulted in an annual incentive payout that is very large. In addition, only half of his annual incentive award is linked to objective financial metrics, and certain financial target goals were set below the prior year's achievement levels. Moreover, the company continues to benchmark CEO pay above the 75th percentile of the peer group. This practice has the effect of increasing compensation without providing a sufficient link to company performance. The LTI program for other NEOs was entirely time-based in 2019, which is contrary to a pay-for-performance philosophy.</i>							
4	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that eliminating the supermajority vote requirements in the company's existing governing documents would enable shareholders to have a more meaningful voice in various board and corporate transactions that impact their rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/05/2020	Auto-Approved	06/05/2020	247	247
Total Shares:							247	247

MyoKardia, Inc.

Meeting Date: 06/18/2020	Country: USA	Primary Security ID: 62857M105	Meeting ID: 1426259
Record Date: 04/20/2020	Meeting Type: Annual	Ticker: MYOK	
Primary CUSIP: 62857M105	Primary ISIN: US62857M1053	Primary SEDOL: BYNZF59	Proxy Level: 3

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

MyoKardia, Inc.

Total Ballots: 1		Shares Voted: 777	Votable Shares: 777		*Shares on Loan: 0	Shares Instructed: 777	
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David P. Meeker	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for director nominees Mark Perry, David Meeker, and Wendy Yarno given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.							
1.2	Elect Director Mark L. Perry	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Mark Perry, David Meeker, and Wendy Yarno given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.							
1.3	Elect Director Wendy L. Yarno	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Mark Perry, David Meeker, and Wendy Yarno given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	06/01/2020	Auto-Approved	06/01/2020	777	777
Total Shares:							777	777

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

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

Norwegian Cruise Line Holdings Ltd.

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David M. Abrams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director John W. Chidsey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Russell W. Galbut	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The annual bonus was entirely based on a financial metric, which the company capped at target when positive, one-time adjustments were made that increased payout. LTI awards for the CEO are predominately paid in performance-conditioned equity which includes clearly disclosed forward-looking performance targets. Some concerns are noted regarding the size of the CEO's base salary and the poor disclosure regarding the performance of the CEO's front-loaded equity award that vested in this fiscal year, which shareholders should continue to monitor.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.99 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/04/2020	Auto-Approved	06/04/2020	860	860
Total Shares:							860	860

PVH Corp.

Meeting Date: 06/18/2020	Country: USA	Primary Security ID: 693656100	Meeting ID: 1435831
Record Date: 04/22/2020	Meeting Type: Annual	Ticker: PVH	
Primary CUSIP: 693656100	Primary ISIN: US6936561009	Primary SEDOL: B3V9F12	Proxy Level: 3

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

PVH Corp.

Total Ballots: 1		Shares Voted: 3	Votable Shares: 3		*Shares on Loan: 0		Shares Instructed: 3
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary Baglivo	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits 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 Brent Callinicos	Mgmt	Yes	For	For	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	Yes	For	For	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	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director G. Penny McIntyre	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Amy McPherson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Henry Nasella	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Edward R. Rosenfeld	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director 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.							
1k	Elect Director Judith Amanda Sourry Knox	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
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	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							

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

PVH Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 22.98 percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 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	Country: USA	Primary Security ID: 05351W103	Meeting ID: 1431909
Record Date: 04/24/2020	Meeting Type: Annual	Ticker: AGR	
Primary CUSIP: 05351W103	Primary ISIN: US05351W1036	Primary SEDOL: BYP0CD9	Proxy Level: 3
Total Ballots: 1	Shares Voted: 361	Votable Shares: 361	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 361

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
<i>Voting Policy Rationale: The board is not majority independent. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director John Baldacci	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent.</i>							
1.3	Elect Director Daniel Alcain Lopez	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent.</i>							
1.4	Elect Director Pedro Azagra Blazquez	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent.</i>							
1.5	Elect Director Robert Duffy	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent.</i>							
1.6	Elect Director Teresa Herbert	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent.</i>							
1.7	Elect Director Patricia Jacobs	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent.</i>							

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

Avangrid, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director John Lahey	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent.</i>							
1.9	Elect Director Jose Angel Marra Rodriguez	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent.</i>							
1.10	Elect Director Santiago Martinez Garrido	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent.</i>							
1.11	Elect Director Jose Sainz Armada	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee.</i>							
1.12	Elect Director Alan Solomont	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent.</i>							
1.13	Elect Director Elizabeth Timm	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	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	Primary ISIN: US5898891040	Primary SEDOL: 2580555	Proxy Level: 3

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

Merit Medical Systems, Inc.

Shares Voted: 4,183 **Votable Shares:** 4,183 ***Shares on Loan:** 0 **Shares Instructed:** 4,183
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lonny J. Carpenter	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.2	Elect Director David K. Floyd	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.3	Elect Director James T. Hogan	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.70 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	06/04/2020	Auto-Approved	06/04/2020	4,183	4,183
Total Shares:							4,183	4,183

ACADIA Pharmaceuticals Inc.

Meeting Date: 06/23/2020 **Country:** USA **Primary Security ID:** 004225108 **Meeting ID:** 1433158
Record Date: 04/24/2020 **Meeting Type:** Annual **Ticker:** ACAD
Primary CUSIP: 004225108 **Primary ISIN:** US0042251084 **Primary SEDOL:** 2713317 **Proxy Level:** 3
Shares Voted: 2,201 **Votable Shares:** 2,201 ***Shares on Loan:** 0 **Shares Instructed:** 2,201
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 M. Daly	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.2	Elect Director Edmund P. Harrigan	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							

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

ACADIA Pharmaceuticals Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
3	Approve Non-Employee Director Compensation Policy	Mgmt	Yes	For	For	For	For
<i>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.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the company demonstrated adequate responsiveness to last year's low say-on-pay vote, and pay and performance are reasonably aligned at this time.</i>							
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	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	Country: USA	Primary Security ID: 50127T109	Meeting ID: 1431935
Record Date: 04/27/2020	Meeting Type: Annual	Ticker: KURA	
Primary CUSIP: 50127T109	Primary ISIN: US50127T1097	Primary SEDOL: BYZD465	Proxy Level: 3
	Shares Voted: 5,299	Votable Shares: 5,299	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 5,299	

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
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent governance committee member Steven Stein given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Mary T. Szela	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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

Kura Oncology, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Diane Parks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	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	Country: USA	Primary Security ID: 82489T104	Meeting ID: 1431947
Record Date: 04/27/2020	Meeting Type: Annual	Ticker: SWAV	
Primary CUSIP: 82489T104	Primary ISIN: US82489T1043	Primary SEDOL: BHLNZ89	Proxy Level: 1
Total Ballots: 1	Shares Voted: 3,235	Votable Shares: 3,235	*Shares on Loan: 0
	Voting Policy: UUA		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
<i>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.</i>							
1b	Elect Director Laura Francis	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. 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.</i>							

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

Shockwave Medical, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment 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	Country: USA	Primary Security ID: 44919P508	Meeting ID: 1433947
Record Date: 05/04/2020	Meeting Type: Annual	Ticker: IAC	
Primary CUSIP: 44919P508	Primary ISIN: US44919P5089	Primary SEDOL: B0F0F09	Proxy Level: 5
Shares Voted: 51		Votable Shares: 51	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 51

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Reclassification of Shares of Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.</i>							
2	Amend Certificate of Incorporation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because:- A classified board structure eliminates shareholders' ability to evaluate a director's performance on an annual basis; and- A classified board structure can entrench management and effectively precludes most takeover bids and proxy contests, even if they are beneficial to the shareholder base.</i>							
3	Restrict Right to Act by Written Consent	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the board has not provided a compelling rationale for prohibiting shareholder action by written consent.</i>							
4	Amend Certificate of Incorporation to Change Company Name to Match Group, Inc. and to Rename the IAC Class M Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.</i>							

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

IAC/InterActiveCorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Issue Shares in Connection with the Transaction Agreement	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The proposed transaction will provide IAC shareholders with approximately 2.35 shares of New Match, as of Dec. 17, 2019 and subject to adjustment when finalized before the AGM, following the separation with MTCH, allowing shareholders to potentially realize the value of IAC's investment in MTCH or participate in the potential upside of New Match. Further, IAC will realize approximately \$1.4 billion in the sale of its shares in MTCH. Lastly, the transaction has been positively received by the broader market, providing a downside risk of non-approval. As such, support FOR this transaction is warranted.</i>						
6	Approve Stock Option Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted to facilitate the conversion of currently outstanding IAC options into new Match options in connection with the Separation.</i>						
7	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.</i>						
8.1	Elect Director Chelsea Clinton	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
8.2	Elect Director Barry Diller	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
8.3	Elect Director Michael D. Eisner	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
8.4	Elect Director Bonnie S. Hammer	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
8.5	Elect Director Victor A. Kaufman	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
8.6	Elect Director Joseph Levin	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
8.7	Elect Director Bryan Lourd	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
8.8	Elect Director David Rosenblatt	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
8.9	Elect Director Alan G. Spoon	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
8.10	Elect Director Alexander von Furstenberg	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
8.11	Elect Director Richard F. Zannino	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						

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Reporting Period: 07/01/2019 to 06/30/2020
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IAC/InterActiveCorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
9	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.									
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	06/15/2020	Auto-Approved	06/15/2020	51	51
Total Shares:								51	51

Match Group, Inc.

Meeting Date: 06/25/2020	Country: USA	Primary Security ID: 57665R106	Meeting ID: 1433946
Record Date: 05/04/2020	Meeting Type: Special	Ticker: MTCH	
Primary CUSIP: 57665R106	Primary ISIN: US57665R1068	Primary SEDOL: BYT5JW8	Proxy Level: 5
Shares Voted: 11,355		Votable Shares: 11,355	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 11,355

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the transaction is expected to have a net positive impact. Although shareholders will be subject to a classified board, not have the right to act by written consent, and be subject to slightly more restrictive state-level anti-takeover provisions, the proposed transaction will remove the dual-class share structure of MTCH, leaving New Match with a single class of shares, will remove IAC as a majority shareholder of MTCH, is expected to provide greater liquidity in the stock and the potential for inclusion on major indices, provides shareholders with additional cash or stock consideration, and has been positively received by the broader market, providing a downside risk of non-approval.</i>							
2	Classify the Board of Directors	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this non-binding proposal is warranted because:- A classified board structure eliminates shareholders' ability to evaluate a director's performance on an annual basis; and- A classified board structure can entrench management and effectively precludes most takeover bids and proxy contests, even if they are beneficial to the shareholder base.</i>							
3	Restrict Right to Act by Written Consent	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this non-binding proposal is warranted as the removal of the right to act by written consent represents a diminishment of shareholder rights.</i>							
4	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.</i>							

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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 Mgmt, 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 Country: USA Primary Security ID: 501044101 Meeting ID: 1437122
 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: 0 Shares Instructed: 1,134

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora A. Aufreiter	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Anne Gates	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Karen M. Hoguet	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Susan J. Kropf	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director W. Rodney McMullen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Clyde R. Moore	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	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.							
1h	Elect Director Bobby S. Shackouls	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Mark S. Sutton	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Ashok Vemuri	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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The Kroger Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>							
3	Ratify PricewaterhouseCoopers LLC as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Assess Environmental Impact of Non-Recyclable Packaging	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional information regarding the company's recyclable packaging commitments and management of related risks.</i>							
5	Report on Human Rights Due Diligence Process in Operations and Supply Chain	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding policies the company has implemented to address human rights impacts in its operations and supply chain would allow shareholders to better gauge how well Kroger is managing human rights related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	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	Country: USA	Primary Security ID: 90400D108	Meeting ID: 1433085
Record Date: 04/27/2020	Meeting Type: Annual	Ticker: RARE	
Primary CUSIP: 90400D108	Primary ISIN: US90400D1081	Primary SEDOL: BJ62Z18	Proxy Level: 3
Shares Voted: 1,387		Votable Shares: 1,387	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,387

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Emil D. Kakkis	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Shehnaaz Suliman	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Daniel G. Welch	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Ultragenyx Pharmaceutical, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.45 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A cautionary vote FOR this proposal is warranted because the compensation committee demonstrated only mixed responsiveness to shareholder concerns following low say-on-pay support last year.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	06/04/2020	Auto-Approved	06/04/2020	1,387	1,387
Total Shares:							1,387	1,387

Dell Technologies Inc.

Meeting Date: 06/29/2020	Country: USA	Primary Security ID: 24703L202	Meeting ID: 1439431
Record Date: 05/04/2020	Meeting Type: Annual	Ticker: DELL	
Primary CUSIP: 24703L202	Primary ISIN: US24703L2025	Primary SEDOL: BHKD3S6	Proxy Level: 3
Total Ballots: 1	Shares Voted: 106	Votable Shares: 106	*Shares on Loan: 0
	Voting Policy: UUA		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
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee. 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.</i>							
1.2	Elect Director David W. Dorman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is 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.</i>							

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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
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee. 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.</i></p>							
1.4	Elect Director William D. Green	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>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 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.</i></p>							
1.5	Elect Director Simon Patterson	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>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 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.</i></p>							
1.6	Elect Director Lynn M. Vojvodich	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. 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.</i></p>							
1.7	Elect Director Ellen J. Kullman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. 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.</i></p>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.64 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	06/10/2020	Auto-Approved	06/10/2020	106	106
Total Shares:							106	106

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 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 Voted: 130	Votable Shares: 130	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 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
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Adriane M. Brown	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Jesse A. Cohn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Diana Farrell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Logan D. Green	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Bonnie S. Hammer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Jamie Iannone	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Kathleen C. Mitic	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Matthew J. Murphy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Pierre M. Omidyar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Paul S. Pressler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Robert H. Swan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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eBay Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 17.14 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although certain concerns are raised regarding the overall structure of the company's short- and long-term incentive programs, a vote FOR this proposal is warranted as CEO pay was reasonably aligned with the company's performance for the year under review.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	06/11/2020	Auto-Approved	06/11/2020	130	130
Total Shares:							130	130

Eldorado Resorts, Inc.

Meeting Date: 06/29/2020	Country: USA	Primary Security ID: 28470R102	Meeting ID: 1439272
Record Date: 05/13/2020	Meeting Type: Annual	Ticker: ERI	
Primary CUSIP: 28470R102	Primary ISIN: US28470R1023	Primary SEDOL: BQXTNW8	Proxy Level: 3
Shares Voted: 5,222		Votable Shares: 5,222	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 5,222

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary L. Carano	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Bonnie Biumi	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director Frank J. Fahrenkopf	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Eldorado Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director James B. Hawkins	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.5	Elect Director Gregory J. Kozicz	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.6	Elect Director Michael E. Pegram	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.7	Elect Director Thomas R. Reeg	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.8	Elect Director David P. Tomick	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.9	Elect Director Roger P. Wagner	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.55 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	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	Country: USA	Primary Security ID: 893641100	Meeting ID: 1394308
Record Date: 05/04/2020	Meeting Type: Annual	Ticker: TDG	
Primary CUSIP: 893641100	Primary ISIN: US8936411003	Primary SEDOL: B11FJK3	Proxy Level: 3
	Shares Voted: 135	Votable Shares: 135	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 135	

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

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

TransDigm Group Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director William Dries *Withdrawn Resolution*	Mgmt	No				
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director Mervin Dunn	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							
1.4	Elect Director Michael S. Graff	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							
1.5	Elect Director Sean P. Hennessy	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							
1.6	Elect Director W. Nicholas Howley	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.7	Elect Director Raymond F. Laubenthal	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.8	Elect Director Gary E. McCullough	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.9	Elect Director Michele Santana	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.10	Elect Director Robert J. Small	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>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.</i>							
1.11	Elect Director John Staer	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.12	Elect Director Kevin Stein	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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

Reporting Period: 07/01/2019 to 06/30/2020
 Location(s): Unitarian Universalist Association
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TransDigm Group Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>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.</i></p>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>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.</i></p>							
4	Adopt Quantitative Company-wide GHG Goals	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions, GHG reduction goals, and oversight mechanisms for reduction activities would allow shareholders to better assess the company's management of these emissions and related risks.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/16/2020	Auto-Approved	06/16/2020	135	135
Total Shares:							135	135

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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

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