

Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Healthcare Trust of America, Inc.

Meeting Date: 07/07/2020	Country: USA	Primary Security ID: 42225P501	Meeting ID: 1433193
Record Date: 04/15/2020	Meeting Type: Annual	Ticker: HTA	
Primary CUSIP: 42225P501	Primary ISIN: US42225P5017	Primary SEDOL: BT9QF28	Proxy Level: 3
	Shares Voted: 459	Votable Shares: 459	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 459

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott D. Peters	Mgmt	Yes	For	For	Against	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 W. Bradley Blair, II	Mgmt	Yes	For	For	Against	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 Vicki U. Booth	Mgmt	Yes	For	For	Against	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 H. Lee Cooper	Mgmt	Yes	For	For	Against	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 Warren D. Fix	Mgmt	Yes	For	For	Against	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 Peter N. Foss	Mgmt	Yes	For	For	Against	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 Jay P. Leupp	Mgmt	Yes	For	For	Against	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 Gary T. Wescombe	Mgmt	Yes	For	For	Against	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 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	05/29/2020	Auto-Approved	06/07/2020	459	459
Total Shares:							459	459

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Reporting Period: 07/01/2020 to 06/30/2021
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Healthcare Trust of America, Inc.

Marvell Technology Group Ltd.

Meeting Date: 07/23/2020	Country: Bermuda	Primary Security ID: G5876H105	Meeting ID: 1442682
Record Date: 05/15/2020	Meeting Type: Annual	Ticker: MRVL	
Primary CUSIP: G5876H105	Primary ISIN: BMG5876H1051	Primary SEDOL: 2594653	Proxy Level: N/A
	Shares Voted: 442	Votable Shares: 442	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 442

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Tudor 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>							
1B	Elect Director Brad Buss	Mgmt	Yes	For	For	Against	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 Edward Frank	Mgmt	Yes	For	For	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 Richard S. Hill	Mgmt	Yes	For	For	Against	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 Bethany Mayer	Mgmt	Yes	For	For	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 Matthew J. Murphy	Mgmt	Yes	For	For	Against	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 Michael Strachan	Mgmt	Yes	For	For	Against	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 Robert E. Switz	Mgmt	Yes	For	For	Against	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 STI program (for the CEO) is based entirely on pre-set quantitative performance goals, which appear to be rigorous, and below-target payouts are in-line with company performance. However, there is significant concern surrounding the magnitude of the value creation award granted to CEO Murphy in FY2020. While the award requires substantial increase in stock price over an extended period for it to be earned, there is potential for the CEO to earn a relatively large payout if the goal is achieved. In addition, while the company does not plan to grant these types of awards going forward, the company does not state that this grant was meant to replace multiple years of annual equity awards. Further, the relative TSR metric is not particularly rigorous, and there is no disclosure of a vesting cap if absolute TSR is negative over the performance period.</i>							

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Marvell Technology Group 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 9.27 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	06/29/2020	Auto-Approved	06/29/2020	442	442
Total Shares:								442	442

Caesars Entertainment Corporation

Meeting Date: 07/24/2020	Country: USA	Primary Security ID: 127686AA1	Meeting ID: 1449774
Record Date: 06/08/2020	Meeting Type: Annual	Ticker: CZR	
Primary CUSIP: 127686AA1	Primary ISIN: US127686AA18	Primary SEDOL: BF0V9Q6	Proxy Level: 3
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
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 Jan Jones Blackhurst	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 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>							
1d	Elect Director Denise Clark	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 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>							
1f	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>							
1g	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>							

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Caesars Entertainment Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Don Kornstein	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>							
1i	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.</i>							
1j	Elect Director James Nelson	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>							
1k	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>							
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 Auditor	Mgmt	Yes	For	For	For	For
<i>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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	07/06/2020	Auto-Approved	07/06/2020	985	985
Total Shares:							985	985

Linde plc

Meeting Date: 07/27/2020	Country: Ireland	Primary Security ID: G5494J103	Meeting ID: 1433212
Record Date: 07/25/2020	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	Shares Instructed: 42
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 Wolfgang H. Reitzle	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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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Linde plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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>						
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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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	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 as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.98 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: 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>						

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Linde plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as 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	06/26/2020	Auto-Approved	06/26/2020	42	42
Total Shares:								42	42

STERIS plc

Meeting Date: 07/28/2020	Country: Ireland	Primary Security ID: G8473T100	Meeting ID: 1446102
Record Date: 05/29/2020	Meeting Type: Annual	Ticker: STE	
Primary CUSIP: G8473T100	Primary ISIN: IE00BFY8C754	Primary SEDOL: BFY8C75	Proxy Level: N/A
Shares Voted: 762	Votable Shares: 762	*Shares on Loan: 0	Shares Instructed: 762
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard C. Breeden	Mgmt	Yes	For	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 Cynthia L. 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>							
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	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 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>							

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STERIS plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.22 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.22 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Under the Irish Companies Act, the remuneration of the company's Ireland statutory auditor must be fixed by the shareholders in a general meeting. Given that the most recent fees paid to the auditor are reasonable, a vote FOR this proposal is warranted.</i>							
5	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 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	06/24/2020	Auto-Approved	06/28/2020	762	762
Total Shares:							762	762

McKesson Corporation

Meeting Date: 07/29/2020	Country: USA	Primary Security ID: 58155Q103	Meeting ID: 1450106
Record Date: 06/01/2020	Meeting Type: Annual	Ticker: MCK	
Primary CUSIP: 58155Q103	Primary ISIN: US58155Q1031	Primary SEDOL: 2378534	Proxy Level: 3
Shares Voted: 132		Votable Shares: 132	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 132

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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>							
1b	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>							

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McKesson Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	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>						
1d	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>						
1e	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>						
1f	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>						
1g	Elect Director Maria Martinez	Mgmt	Yes	For	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 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>						
1i	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>						
1j	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>						
1k	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: A vote FOR this item is warranted because only 7.54 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 the proposal is warranted, with caution. The company engaged with a significant percentage of shareholders following the failed 2019 say-on-pay vote, and disclosed the feedback received in the proxy statement. In response to shareholder concerns regarding separation payments and pension benefits for the former CEO, the company has noted that it no longer enters into employment agreements with executives and no current executives participate in the supplemental pension plan. In addition, following a committee reevaluation of the new CEO's total pay, the CEO reported pay figure decreased compared to his predecessor. For the year in review, CEO pay and performance are sufficiently aligned and no problematic pay practices were identified. However, some shareholders may have expected more specific details around concerns that led to the failed vote as well as a stronger commitment from the board to avoid problematic separation payments going forward -- continued monitoring of these issues is warranted.</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 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 expenditures and practices would benefit shareholders in assessing its management of related risks.</i>						

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McKesson Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
6	Report on the Statement on the Purpose of a Corporation	SH	Yes	Against	Against	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as a board report on the company's governance and management systems will enable investors to better understand the governance implications of the company's commitment to the Business Roundtable's Statement on the Purpose of a 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	07/09/2020	Auto-Approved	07/09/2020	132	132
Total Shares:								132	132

Whiting Petroleum Corporation

Meeting Date: 07/30/2020	Country: USA	Primary Security ID: 966387409	Meeting ID: 1455121
Record Date: 06/23/2020	Meeting Type: Written Consent	Ticker: WLL	
Primary CUSIP: 966387409	Primary ISIN: US9663874090	Primary SEDOL: BYWSWR0	Proxy Level: 0
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	Vote On The Plan (For = Accept, Against = Reject; Abstain Votes Do Not Count)	Mgmt	Yes	For	Refer	Refer	For	
Voting Policy Rationale: Please note that ISS does not provide vote recommendations for preferred stockholders, warrant holders or debt holders pertaining to bankruptcies.								
2	Opt Out Of The Third-party Release (For = Opt Out, Against Or Abstain = Do Not Opt Out)	Mgmt	Yes	For	Refer	Refer	For	
Voting Policy Rationale: Please note that ISS does not provide vote recommendations for preferred stockholders, warrant holders or debt holders pertaining to bankruptcies.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	cloeffelholz	07/29/2020	cloeffelholz	07/29/2020	308	308
Total Shares:							308	308

*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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Qorvo, Inc.

Meeting Date: 08/04/2020	Country: USA	Primary Security ID: 74736K101	Meeting ID: 1451166
Record Date: 06/11/2020	Meeting Type: Annual	Ticker: QRVO	
Primary CUSIP: 74736K101	Primary ISIN: US74736K1016	Primary SEDOL: BR9YYP4	Proxy Level: 3
	Shares Voted: 288	Votable Shares: 288	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 288

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ralph G. Quinsey	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director Robert A. Bruggeworth	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director Jeffery R. Gardner	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director John R. Harding	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director David H. Y. Ho	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Roderick D. Nelson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Walden C. Rhines	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Susan L. Spradley	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>						
1.9	Elect Director Walter H. Wilkinson, Jr.	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 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 16.94 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	07/13/2020	Auto-Approved	07/13/2020	288	288

*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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Qorvo, Inc.

Total Shares: 288 288

Eagle Materials Inc.

Meeting Date: 08/05/2020 **Country:** USA **Primary Security ID:** 26969P108 **Meeting ID:** 1452118
Record Date: 06/08/2020 **Meeting Type:** Annual **Ticker:** EXP

Primary CUSIP: 26969P108 **Primary ISIN:** US26969P1084 **Primary SEDOL:** 2191399 **Proxy Level:** 3

Shares Voted: 227 **Votable Shares:** 227 ***Shares on Loan:** 0 **Shares Instructed:** 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 Margot L. Carter	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is no racial diversity on the board.</i>							
1b	Elect Director Michael R. Nicolais	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is no racial diversity on the board.</i>							
1c	Elect Director Mary P. Ricciardello	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. There is no racial diversity on the board.</i>							
1d	Elect Director Richard R. Stewart	Mgmt	Yes	For	For	Against	Against
<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: 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 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	07/14/2020	Auto-Approved	07/14/2020	227	227
Total Shares:							227	227

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

DXC Technology Company

Meeting Date: 08/13/2020	Country: USA	Primary Security ID: 23355L106	Meeting ID: 1453796
Record Date: 06/15/2020	Meeting Type: Annual	Ticker: DXC	
Primary CUSIP: 23355L106	Primary ISIN: US23355L1061	Primary SEDOL: BYXD7B3	Proxy Level: 3
	Shares Voted: 241	Votable Shares: 241	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 241

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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 A. 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>							
1d	Elect Director Raul J. 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>							
1e	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>							
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 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>							
1h	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>							
1i	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>							
1j	Elect Director Robert F. 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 only 6.38 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Short-term incentives are based primarily on pre-set, objective metrics, and awards were not earned for certain NEOs due to underperformance. While there are some concerns with the design of PSUs, which provide for intermediate opportunities for the award to be earned, no PSUs were earned based on the company's FY20 performance, sufficiently mitigating pay-for-performance concerns for the year in review. Nevertheless, there are significant concerns around certain benefits provided to the former President and CEO in connection with his departure. In connection with the qualifying termination, the company vested 75 percent of his supplemental PSU award granted in 2017, even though the existing treatment provided that the award would remain outstanding and eligible to vest based on actual performance upon a qualifying termination. Concerns over this enhancement are magnified, given that the remaining 25 percent of the award was forfeited based on actual performance. Further, the company does not disclose a rationale for providing the former CEO with such a sizable enhanced benefit. The decision to vest 75 percent of a sizable supplemental grant represents a material enhancement without compelling rationale that was made amid poor company performance.</i></p>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<p><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 estimated duration of available and proposed shares exceeds six years- The plan allows broad discretion to accelerate vesting</i></p>							
5	Amend Non-Employee Director Restricted Stock Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the aggregate shareholder value transfer of the company's equity compensation plans exceeds the benchmark, the qualitative review of director compensation indicates sufficiently reasonable director pay practices.</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	07/28/2020	Auto-Approved	07/28/2020	241	241
Total Shares:							241	241

Microchip Technology Incorporated

Meeting Date: 08/18/2020	Country: USA	Primary Security ID: 595017104	Meeting ID: 1456260
Record Date: 06/24/2020	Meeting Type: Annual	Ticker: MCHP	
Primary CUSIP: 595017104	Primary ISIN: US5950171042	Primary SEDOL: 2592174	Proxy Level: 3
Total Ballots: 1	Shares Voted: 618	Votable Shares: 618	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 618

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steve Sanghi	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Microchip Technology Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Matthew W. 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>							
1.3	Elect Director L.B. Day	Mgmt	Yes	For	For	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 Esther 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>							
1.5	Elect Director Wade F. Meyercord	Mgmt	Yes	For	For	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 21.75 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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	07/30/2020	Auto-Approved	07/30/2020	618	618
Total Shares:							618	618

The J. M. Smucker Company

Meeting Date: 08/19/2020	Country: USA	Primary Security ID: 832696405	Meeting ID: 1453548
Record Date: 06/22/2020	Meeting Type: Annual	Ticker: SJM	
Primary CUSIP: 832696405	Primary ISIN: US8326964058	Primary SEDOL: 2951452	Proxy Level: 3
	Shares Voted: 389	Votable Shares: 389	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 389	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan E. Chapman-Hughes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Paul J. Dolan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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: 07/01/2020 to 06/30/2021
 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
1c	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>						
1d	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>						
1e	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	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>						
1k	Elect Director Jodi 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>						
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	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 22.41 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. CEO pay and company performance remain reasonably aligned and the majority of executive pay is conditioned on objective performance metrics.</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	07/24/2020	Auto-Approved	07/24/2020	389	389
Total Shares:							389	389

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The J. M. Smucker Company

Boot Barn Holdings, Inc.

Meeting Date: 08/26/2020	Country: USA	Primary Security ID: 099406100	Meeting ID: 1456826
Record Date: 07/02/2020	Meeting Type: Annual	Ticker: BOOT	
Primary CUSIP: 099406100	Primary ISIN: US0994061002	Primary SEDOL: BRS6600	Proxy Level: 3
	Shares Voted: 7,980	Votable Shares: 7,980	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 7,980

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Starrett	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 Greg Bettinelli	Mgmt	Yes	For	For	Withhold	Withhold
	<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>						
1.3	Elect Director James G. Conroy	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.4	Elect Director Lisa G. Laube	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.5	Elect Director Anne MacDonald	Mgmt	Yes	For	For	Withhold	Withhold
	<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>						
1.6	Elect Director Brenda I. Morris	Mgmt	Yes	For	For	Withhold	Withhold
	<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>						
1.7	Elect Director Brad Weston	Mgmt	Yes	For	For	Withhold	Withhold
	<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>						
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. There is some concern surrounding the year-over-year increase in the value of the CEO's equity awards without specific rationale disclosed. However, this concern is sufficiently mitigated for the year in review given the introduction of performance-conditioned equity to the LTI program, although some shareholders may expect further increases in the proportion of performance-based equity for other NEOs. The majority of the CEO's FY20 equity awards were granted in the form of performance-conditioned stock options that are subject to significant share price appreciation goals, and while shareholders would benefit from disclosure of forward-looking goals for performance shares, performance is measured over a multi-year period and the performance shares comprise a small portion of the CEO's total equity awards. Further, the CEO's annual incentive was entirely determined by a pre-set objective metric, and the target goal was set at reasonably rigorous level. In light of the concerns noted above, and expected changes to the long-term program in FY21, continued close monitoring is warranted.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Boot Barn Holdings, 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	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 32.44 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	08/12/2020	Auto-Approved	08/12/2020	7,980	7,980
Total Shares:								7,980	7,980

Willis Towers Watson Public Limited Company

Meeting Date: 08/26/2020	Country: Ireland	Primary Security ID: G96629103	Meeting ID: 1454882
Record Date: 06/30/2020	Meeting Type: Court	Ticker: WLTW	
Primary CUSIP: G96629103	Primary ISIN: IE00BDB6Q211	Primary SEDOL: BDB6Q21	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 166	Votable Shares: 166	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 166

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
	Court Meeting	Mgmt	No					
1	Approve Scheme of Arrangement	Mgmt	Yes	For	For	For	For	
<i>Voting Policy Rationale: Although the premium has dropped from 16.2 percent at announcement to 7.4 percent as a result of a decline in the acquirer's stock price, the strategic rationale is sound, as the combined company will be the largest international insurance broker in the market, the merger is expected to deliver \$800 million of cost synergies and be accretive to both adjusted EPS and free cash flow, the implied value of the merger consideration is close to all-time highs, and the equity consideration allows shareholders to participate in the potential upside of the combined company. As such, support FOR this transaction is warranted.</i>								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	08/10/2020	Auto-Approved	08/10/2020	166	166
Total Shares:							166	166

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Willis Towers Watson Public Limited Company

Meeting Date: 08/26/2020	Country: Ireland	Primary Security ID: G96629103	Meeting ID: 1454884
Record Date: 06/30/2020	Meeting Type: Special	Ticker: WLTW	
Primary CUSIP: G96629103	Primary ISIN: IE00BDB6Q211	Primary SEDOL: BDB6Q21	Proxy Level: N/A
	Shares Voted: 166	Votable Shares: 166	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 166

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: Although the premium has dropped from 16.2 percent at announcement to 7.4 percent as a result of a decline in the acquirer's stock price, the strategic rationale is sound, as the combined company will be the largest international insurance broker in the market, the merger is expected to deliver \$800 million of cost synergies and be accretive to both adjusted EPS and free cash flow, the implied value of the merger consideration is close to all-time highs, and the equity consideration allows shareholders to participate in the potential upside of the combined company. As such, support FOR this transaction is warranted.</i>						
2	Amend Articles	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that its approval serves as a closing condition for the underlying transaction, which warrants shareholder 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 of a reasonable basis and no excise tax gross-ups are payable. In addition, outstanding equity will be converted with time-vesting conditions maintained.</i>						
4	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Support 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	08/10/2020	Auto-Approved	08/10/2020	166	166
Total Shares:							166	166

International Flavors & Fragrances Inc.

Meeting Date: 08/27/2020	Country: USA	Primary Security ID: 459506101	Meeting ID: 1458840
Record Date: 07/13/2020	Meeting Type: Special	Ticker: IFF	
Primary CUSIP: 459506101	Primary ISIN: US4595061015	Primary SEDOL: 2464165	Proxy Level: 5
	Shares Voted: 245	Votable Shares: 245	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 245

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

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International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
	<i>Voting Policy Rationale: The strategic rationale appears sound and the stock consideration provides shareholders with the opportunity to participate in the potential upside of a larger company with significant economies of scale, and avoids incurring significant additional debt by IFF. As such, support FOR the proposed transaction is warranted.</i>							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For	
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given 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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	08/13/2020	Auto-Approved	08/13/2020	245	245
Total Shares:							245	245

Casey's General Stores, Inc.

Meeting Date: 09/02/2020	Country: USA	Primary Security ID: 147528103	Meeting ID: 1458046
Record Date: 07/06/2020	Meeting Type: Annual	Ticker: CASY	
Primary CUSIP: 147528103	Primary ISIN: US1475281036	Primary SEDOL: 2179414	Proxy Level: 3
	Shares Voted: 960	Votable Shares: 960	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 960	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director H. Lynn Horak	Mgmt	Yes	For	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 Diane C. Bridgewater	Mgmt	Yes	For	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 K. Lenhardt	Mgmt	Yes	For	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 Darren M. Rebelez	Mgmt	Yes	For	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 Larree M. Renda	Mgmt	Yes	For	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 Judy A. Schmeling	Mgmt	Yes	For	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 Allison M. Wing	Mgmt	Yes	For	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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Casey's General Stores, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 15.11 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	08/06/2020	Auto-Approved	08/06/2020	960	960
Total Shares:								960	960

NortonLifeLock Inc.

Meeting Date: 09/08/2020	Country: USA	Primary Security ID: 668771108	Meeting ID: 1458045
Record Date: 07/13/2020	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
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 44	

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 Eric K. Brandt	Mgmt	Yes	For	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 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>							
1d	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>							
1e	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>							
1f	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>							

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NortonLifeLock Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	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>							
1h	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>							
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. The annual incentive program was entirely based on pre-set, financial metrics with robust disclosure, and negative discretion was used to align bonus payouts with company performance. However, the company made amendments to CEO Pilette's pay. While he was CFO, Pilette was designated as a "transition executive" in August 2019, which made him eligible to receive cash severance benefits, payable on Dec. 31, 2020. However, less than three months after the amendments, Pilette was promoted to the position of CEO. The payment of cash severance without a corresponding termination of employment is not considered a best market practice, and continued monitoring of the program is warranted to ensure that these payments are not considered problematic at the time of payout.</i>							
4	Report on Political Contributions and Expenditures	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company could provide additional information regarding its political expenditures and trade association 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	08/21/2020	Auto-Approved	08/21/2020	44	44
Total Shares:							44	44

NuVasive, Inc.

Meeting Date: 09/10/2020	Country: USA	Primary Security ID: 670704105	Meeting ID: 1459586
Record Date: 07/15/2020	Meeting Type: Special	Ticker: NUVA	
Primary CUSIP: 670704105	Primary ISIN: US6707041058	Primary SEDOL: B00GJC2	Proxy Level: 2
Shares Voted: 3,464		Votable Shares: 3,464	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 3,464

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the size of the proposed increase is reasonable and would allow the company to satisfy its conversion obligations under certain convertible notes.</i>							

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NuVasive, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted given that support is warranted for Item 1.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	08/18/2020	Auto-Approved	08/18/2020	3,464	3,464
Total Shares:							3,464	3,464

Take-Two Interactive Software, Inc.

Meeting Date: 09/16/2020	Country: USA	Primary Security ID: 874054109	Meeting ID: 1458512
Record Date: 07/20/2020	Meeting Type: Annual	Ticker: TTWO	
Primary CUSIP: 874054109	Primary ISIN: US8740541094	Primary SEDOL: 2122117	Proxy Level: 3
	Shares Voted: 41	Votable Shares: 41	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 41

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Strauss Zelnick	Mgmt	Yes	For	For	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 Dornemann	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 J Moses	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 Michael Sheresky	Mgmt	Yes	For	For	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 LaVerne Srinivasan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Susan Tolson	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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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Take-Two Interactive Software, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Paul Viera	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 Roland 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>							
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 CEO is primarily compensated by the external manager under a management services agreement. While this arrangement can result in limited pay disclosure, in this case the company provides thorough disclosure of the applicable pay programs, including fixed and variable pay levels, performance targets, and incentive program outcomes. While a concern is raised regarding maximum-level performance against a lowered STI target, the level of transparency provided is considered to be sufficient for investors to make a reasonable assessment of pay and performance.</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	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.82 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	08/17/2020	Auto-Approved	08/17/2020	41	41
Total Shares:							41	41

FedEx Corporation

Meeting Date: 09/21/2020	Country: USA	Primary Security ID: 31428X106	Meeting ID: 1461470
Record Date: 07/27/2020	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
1a	Elect Director Marvin R. Ellison	Mgmt	Yes	For	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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FedEx Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Susan Patricia Griffith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director John C. (Chris) 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>						
1d	Elect Director Kimberly A. Jabal	Mgmt	Yes	For	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 Shirley Ann 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>						
1f	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>						
1g	Elect Director Joshua Cooper Ramo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director 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>						
1i	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>						
1j	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>						
1k	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>						
1l	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	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual and long-term incentives were not paid to NEOs in-line with financial performance. While concerns remain regarding the majority time-based composition of the long-term awards, the use of tax reimbursements for restricted stock, and the potential discretionary nature of the annual incentives program, these have not contributed to a pay for performance misalignment for the year in review. However, future pay outcomes warrant monitoring in light of the proposed elimination of annual cash incentives for FY21.</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 3.36 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
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FedEx 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
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.							
5	Report on Political Contributions Disclosure	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as fuller disclosure regarding FedEx's political contribution spending and oversight would enable shareholders to better gauge risks related to the company's political activities.							
6	Report on Employee Representation on the Board of Directors	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted, given that the company's existing board framework and disclosures appear to adequately oversee issues related to the company's employees.							
7	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.							
8	Report on Integrating ESG Metrics Into Executive Compensation Program	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted due to the following factors:- The company does not disclose ESG-related targets and the company's GHG emissions are rising;- There are several ESG-related controversies; and- The proposal would not be onerous given the company's existing sustainability-related policies, initiatives, and oversight mechanisms.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	09/04/2020	Auto-Approved	09/04/2020	103	103
Total Shares:							103	103

General Mills, Inc.

Meeting Date: 09/22/2020	Country: USA	Primary Security ID: 370334104	Meeting ID: 1461458
Record Date: 07/24/2020	Meeting Type: Annual	Ticker: GIS	
Primary CUSIP: 370334104	Primary ISIN: US3703341046	Primary SEDOL: 2367026	Proxy Level: 3
Total Ballots: 1		Shares Voted: 527	Shares Instructed: 527
Voting Policy: UUA		Votable Shares: 527	*Shares on Loan: 0

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

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General Mills, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 Jo Ann Jenkins	Mgmt	Yes	For	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 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>						
1h	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>						
1i	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>						
1j	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>						
1k	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>						
1l	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>						
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. In addition, performance equity constitutes half of NEOs' total LTI award mix for the fiscal year of 2020, and the STI is predominately based on pre-set financial 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 only 15.24 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	09/02/2020	Auto-Approved	09/02/2020	527	527

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

General Mills, Inc.

Total Shares: 527 527

Conagra Brands, Inc.

Meeting Date: 09/23/2020 **Country:** USA **Primary Security ID:** 205887102 **Meeting ID:** 1462122
Record Date: 08/03/2020 **Meeting Type:** Annual **Ticker:** CAG

Primary CUSIP: 205887102 **Primary ISIN:** US2058871029 **Primary SEDOL:** 2215460 **Proxy Level:** 3

Shares Voted: 488 **Votable Shares:** 488 ***Shares on Loan:** 0 **Shares Instructed:** 488

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anil Arora	Mgmt	Yes	For	For	For	For
	<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 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>						
1d	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>						
1e	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>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	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: 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: 07/01/2020 to 06/30/2021
 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		
Voting Policy Rationale: A vote FOR this proposal is warranted. The company continues to base the majority of its pay on objective financial performance metrics and utilizes a multi-year performance period for the majority of its equity grants, resulting in an alignment between CEO pay and company performance.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	09/02/2020	Auto-Approved	09/02/2020	488	488
Total Shares:								488	488

Darden Restaurants, Inc.

Meeting Date: 09/23/2020	Country: USA	Primary Security ID: 237194105	Meeting ID: 1461474
Record Date: 07/29/2020	Meeting Type: Annual	Ticker: DRI	
Primary CUSIP: 237194105	Primary ISIN: US2371941053	Primary SEDOL: 2289874	Proxy Level: 3
Shares Voted: 183	Votable Shares: 183	*Shares on Loan: 0	Shares Instructed: 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 Margaret Shan Atkins	Mgmt	Yes	For	For	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 P. Fogarty	Mgmt	Yes	For	For	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 Cynthia T. Jamison	Mgmt	Yes	For	For	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 Eugene I. Lee, 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 Nana Mensah	Mgmt	Yes	For	For	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 S. Simon	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 Charles M. Sonstebly	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Darden Restaurants, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.8	Elect Director Timothy J. Wilmott	Mgmt	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. The company continues to base the majority of CEO pay on objective performance metrics, and utilizes multi-year relative metrics under the long-term incentive plan, resulting in an alignment between CEO pay and company performance for the year in review								
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	09/02/2020	Auto-Approved	09/02/2020	183	183
Total Shares:							183	183

Lamb Weston Holdings, Inc.

Meeting Date: 09/24/2020	Country: USA	Primary Security ID: 513272104	Meeting ID: 1460623
Record Date: 07/27/2020	Meeting Type: Annual	Ticker: LW	
Primary CUSIP: 513272104	Primary ISIN: US5132721045	Primary SEDOL: BDQZFJ3	Proxy Level: 3
Total Ballots: 1	Shares Voted: 661	Votable Shares: 661	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 661

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	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Charles A. Blixt	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Robert J. Coviello	Mgmt	Yes	For	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 Andre J. Hawaux	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1e	Elect Director W.G. Jurgensen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Thomas P. Maurer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Robert A. 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>							
1h	Elect Director Hala G. Moddelmog	Mgmt	Yes	For	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 Renna Sharpe	Mgmt	Yes	For	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 P. Werner	Mgmt	Yes	For	For	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 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 only 1.64 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	09/04/2020	Auto-Approved	09/04/2020	661	661
Total Shares:							661	661

WNS (Holdings) Limited

Meeting Date: 09/24/2020	Country: Jersey	Primary Security ID: 92932M101	Meeting ID: 1462448
Record Date: 08/20/2020	Meeting Type: Annual	Ticker: WNS	
Primary CUSIP: 92932M101	Primary ISIN: US92932M1018	Primary SEDOL: B194GX4	Proxy Level: N/A

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

WNS (Holdings) Limited

Shares Voted: 3,365 **Votable Shares:** 3,365 ***Shares on Loan:** 0 **Shares Instructed:** 3,365
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt	No				
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>							
2	Ratify Grant Thornton India 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	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>							
4	Reelect Michael Menezes as a Director	Mgmt	Yes	For	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	Reelect Keith Haviland as a Director	Mgmt	Yes	For	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	Reelect Keshav R. Muruges as a Director	Mgmt	Yes	For	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	Approve Remuneration of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Given that the fees paid to the directors have been disclosed and the proposed amount appears reasonable, a vote FOR this proposal is warranted.</i>							
8	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The estimated cost, plan features, and grant practices are reasonable based on the Equity Plan Scorecard (EPSC) evaluation. However, a vote AGAINST this proposal is warranted because the plan provides for option reloads (overriding factor).</i>							
9	Authorize Share Repurchase Program	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:- The maximum purchase price exceeds the recommended limit of five percent above market price (Listing Rules); and- The duration of the authority exceeds the maximum recommended duration of 18 months.</i>							

Ballot Details

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	09/14/2020	Auto-Approved	09/14/2020	3,365	3,365
Total Shares:							3,365	3,365

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Alibaba Group Holding Limited

Meeting Date: 09/30/2020	Country: Cayman Islands	Primary Security ID: G01719114	Meeting ID: 1464177
Record Date: 08/17/2020	Meeting Type: Annual	Ticker: 9988	
Primary CUSIP: G01719114	Primary ISIN: KYG017191142	Primary SEDOL: BK6YZP5	Proxy Level: N/A
	Shares Voted: 29	Votable Shares: 29	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 29

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt	No				
	Amend Articles of Association	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, but with caution. While there is a reasonable basis for amending the memorandum and articles of association to provide for virtual shareholder meetings in light of the ongoing pandemic, shareholders may expect the company to continue to hold hybrid meetings, as it is doing this year, as long as it is safe to do so.</i>						
2.1	Elect Maggie Wei Wu as Director	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2.2	Elect Kabir Misra as Director	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2.3	Elect Walter Teh Ming Kwauk as Director	Mgmt	Yes	For	For	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 gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
3	Ratify PricewaterhouseCoopers as Auditors	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
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	09/17/2020	Auto-Approved	09/17/2020	29	29
Total Shares:							29	29

Noble Energy, Inc.

Meeting Date: 10/02/2020	Country: USA	Primary Security ID: 655044105	Meeting ID: 1464977
Record Date: 08/21/2020	Meeting Type: Special	Ticker: NBL	
Primary CUSIP: 655044105	Primary ISIN: US6550441058	Primary SEDOL: 2640761	Proxy Level: 5

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Noble Energy, Inc.

Shares Voted: 2,670 **Votable Shares:** 2,670 ***Shares on Loan:** 0 **Shares Instructed:** 2,670
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: In consideration of the lack of preferable alternatives, the potential downside risk of non-approval, and the potential that shareholders will benefit from the combined company's diverse portfolio and improved balance sheet, a vote FOR the merger 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. Although NEOs are expected to receive sizable transaction bonuses, cash severance is double trigger and of a reasonable basis, and no excise tax gross-ups are payable. In addition, outstanding equity will be converted to awards of the acquirer, with time-vesting conditions maintained.</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	09/14/2020	Auto-Approved	09/14/2020	2,485	2,485
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	09/14/2020	Auto-Approved	09/14/2020	185	185
Total Shares:							2,670	2,670

Analog Devices, Inc.

Meeting Date: 10/08/2020 **Country:** USA **Primary Security ID:** 032654105 **Meeting ID:** 1468503
Record Date: 08/31/2020 **Meeting Type:** Special **Ticker:** ADI
Primary CUSIP: 032654105 **Primary ISIN:** US0326541051 **Primary SEDOL:** 2032067 **Proxy Level:** 5
Shares Voted: 617 **Votable Shares:** 617 ***Shares on Loan:** 0 **Shares Instructed:** 617
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: Despite the negative market reaction, support FOR the merger is warranted because the credible strategic rationale, expected accretion and synergies, reduced leverage, and potential for new market opportunities suggest that the combined company will offer better long-term value than the standalone opportunity.</i>							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Support 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
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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Analog Devices, 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	09/21/2020	Auto-Approved	09/21/2020	617	617
Total Shares:							617	617

Maxim Integrated Products, Inc.

Meeting Date: 10/08/2020	Country: USA	Primary Security ID: 57772K101	Meeting ID: 1468502
Record Date: 08/31/2020	Meeting Type: Special	Ticker: MXIM	
Primary CUSIP: 57772K101	Primary ISIN: US57772K1016	Primary SEDOL: 2573760	Proxy Level: 5
	Shares Voted: 668	Votable Shares: 668	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 668

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: Shareholders are receiving a 13.0 percent premium as of Sept. 18, the merger appears to be fair from a valuation standpoint, the strategic rationale appears strong, the merger is expected to generate significant cost synergies, and the equity form of consideration allows MXIM shareholders to participate in the potential upside of the combined company. 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. Cash severance is double trigger and reasonably based, and no tax gross-ups are payable. In addition, the vesting of time-based equity and a portion of performance-based equity will accelerate only upon a qualifying termination.</i>							
3	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	09/21/2020	Auto-Approved	09/21/2020	668	668
Total Shares:							668	668

RPM International Inc.

Meeting Date: 10/08/2020	Country: USA	Primary Security ID: 749685103	Meeting ID: 1464944
Record Date: 08/14/2020	Meeting Type: Annual	Ticker: RPM	
Primary CUSIP: 749685103	Primary ISIN: US7496851038	Primary SEDOL: 2756174	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

RPM International Inc.

Shares Voted: 1,659 **Votable Shares:** 1,659 ***Shares on Loan:** 0 **Shares Instructed:** 1,659
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Julie A. Lagacy	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director Robert A. Livingston	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director Frederick R. Nance	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director William B. Summers, Jr.	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 2.13 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	09/17/2020	Auto-Approved	09/17/2020	1,659	1,659
Total Shares:							1,659	1,659

The Procter & Gamble Company

Meeting Date: 10/13/2020 **Country:** USA **Primary Security ID:** 742718109 **Meeting ID:** 1465747
Record Date: 08/14/2020 **Meeting Type:** Annual **Ticker:** PG
Primary CUSIP: 742718109 **Primary ISIN:** US7427181091 **Primary SEDOL:** 2704407 **Proxy Level:** 3
Shares Voted: 2,230 **Votable Shares:** 2,230 ***Shares on Loan:** 0 **Shares Instructed:** 2,230
Total Ballots: 1 **Voting Policy:** UUA

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

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Angela F. Braly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Amy L. Chang	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director 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 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>						
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: A vote FOR this item is warranted because only 1.19 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 reasonable aligned for the year in review.</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 number of shares reserved, and the offering period are both reasonable, and it would encourage non-U.S. employees to become shareholders, which gives them a stake in the company's growth.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
5	Report on Efforts to Eliminate Deforestation	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from additional information on the company's strategy to manage its supply chain's impact on deforestation.									
6	Publish Annually a Report Assessing Diversity and Inclusion Efforts	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	09/17/2020	Auto-Approved	09/17/2020	2,230	2,230
Total Shares:								2,230	2,230

Varian Medical Systems, Inc.

Meeting Date: 10/15/2020	Country: USA	Primary Security ID: 92220P105	Meeting ID: 1471023
Record Date: 09/08/2020	Meeting Type: Special	Ticker: VAR	
Primary CUSIP: 92220P105	Primary ISIN: US92220P1057	Primary SEDOL: 2927516	Proxy Level: 5
	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
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although the board did not conduct an auction or a market check, it negotiated with two strategic bidders to maximize deal certainty and succeeded in raising SHL's initial offer by nearly 11 percent. Valuation implied by the offer compares favorably to historical trading ranges of VAR and its peers, as well as precedent transactions. In addition, the cash form of consideration provides certainty of value to VAR shareholders. As such, support FOR the proposed transaction is warranted.</i>							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, given support for the underlying transaction.</i>							
3	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Equity awards will generally accelerate and be settled in cash on the effective date, regardless of the executive's employment status following the merger. Although cash severance is double trigger and of a reasonable basis, NEOs' change-in-control agreements were recently modified to provide certain excise tax gross-up eligibility. While the proxy states that mitigation actions could reduce the reported gross-up payments, the recent modification of CIC agreements to include the gross-up eligibility is problematic.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Varian Medical Systems, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	09/30/2020	Auto-Approved	09/30/2020	107	107
Total Shares:							107	107

Credicorp Ltd.

Meeting Date: 10/16/2020	Country: Bermuda	Primary Security ID: G2519Y108	Meeting ID: 1465439
Record Date: 09/08/2020	Meeting Type: Special	Ticker: BAP	
Primary CUSIP: G2519Y108	Primary ISIN: BMG2519Y1084	Primary SEDOL: 2232878	Proxy Level: N/A
	Shares Voted: 40	Votable Shares: 40	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 40

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Leslie Pierce Diez Canseco as Director	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because:- The company has disclosed the name of the director nominee;- There are no known concerns regarding the proposed nominee; and- The proposed board contains five independent members, meeting the growing expectations of institutional 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	09/29/2020	Auto-Approved	09/29/2020	40	40
Total Shares:							40	40

Cree, Inc.

Meeting Date: 10/26/2020	Country: USA	Primary Security ID: 225447101	Meeting ID: 1470023
Record Date: 08/28/2020	Meeting Type: Annual	Ticker: CREE	
Primary CUSIP: 225447101	Primary ISIN: US2254471012	Primary SEDOL: 2232351	Proxy Level: 3
	Shares Voted: 58	Votable Shares: 58	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 58

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenda M. Dorchak	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Cree, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director John C. Hodge	Mgmt	Yes	For	For	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 Clyde R. Hosein	Mgmt	Yes	For	For	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 Darren R. 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>						
1.5	Elect Director Duy-Loan T. Le	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 Gregg A. Lowe	Mgmt	Yes	For	For	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 B. Replogle	Mgmt	Yes	For	For	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 H. Werner	Mgmt	Yes	For	For	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 Anne C. Whitaker	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	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						
3	Ratify PricewaterhouseCoopers 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>						
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>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	10/05/2020	Auto-Approved	10/05/2020	58	58
Total Shares:							58	58

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Regis Corporation

Meeting Date: 10/27/2020	Country: USA	Primary Security ID: 758932107	Meeting ID: 1471737
Record Date: 08/31/2020	Meeting Type: Annual	Ticker: RGS	
Primary CUSIP: 758932107	Primary ISIN: US7589321071	Primary SEDOL: 2730327	Proxy Level: 3
	Shares Voted: 11,245	Votable Shares: 11,245	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 11,245

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Felipe A. Athayde	Mgmt	Yes	For	For	Against	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 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>							
1c	Elect Director Virginia Gambale	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.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 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>							
1e	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>							
1f	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.</i>							
1g	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>							
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. Shareholders should continue to monitor the company's executive compensation program, especially given that the proxy statement does not explicitly disclose the status of the outgoing CEO's equity awards following his retirement. The treatment of these awards will be fully analyzed next year when disclosed in next year's proxy statement.</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 15.80 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	10/09/2020	Auto-Approved	10/09/2020	11,245	11,245
Total Shares:							11,245	11,245

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Regis Corporation

Mercury Systems, Inc.

Meeting Date: 10/28/2020	Country: USA	Primary Security ID: 589378108	Meeting ID: 1468080
Record Date: 08/24/2020	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 Mark Aslett	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 Mary Louise Krakauer	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 William K. O'Brien	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 Orlando P. Carvalho	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	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	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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	09/25/2020	Auto-Approved	09/28/2020	1,936	1,936
Total Shares:							1,936	1,936

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Parker-Hannifin Corporation

Meeting Date: 10/28/2020	Country: USA	Primary Security ID: 701094104	Meeting ID: 1473902
Record Date: 09/04/2020	Meeting Type: Annual	Ticker: PH	
Primary CUSIP: 701094104	Primary ISIN: US7010941042	Primary SEDOL: 2671501	Proxy Level: 3
	Shares Voted: 62	Votable Shares: 62	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 62

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee C. 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>						
1b	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>						
1c	Elect Director Linda S. Harty	Mgmt	Yes	For	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 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>						
1e	Elect Director Candy M. Obourn	Mgmt	Yes	For	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 Scaminace	Mgmt	Yes	For	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 Ake Svensson	Mgmt	Yes	For	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 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>						
1i	Elect Director James R. Verrier	Mgmt	Yes	For	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 L. Wainscott	Mgmt	Yes	For	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 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	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 23.71 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Parker-Hannifin 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. Incentive programs are linked to objective measures and equity awards are mostly performance-conditioned, with goals that utilize a multi-year performance period. However, concerns are noted regarding target setting in both the short- and long-term programs, as short-term targets were set below actual performance in the prior year and long-term metrics target merely median performance in the peer group. These goal rigor issues, coupled with above-target payouts, warrant close continued shareholder monitoring.</i>								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	10/12/2020	Auto-Approved	10/12/2020	62	62
Total Shares:							62	62

Catalent, Inc.

Meeting Date: 10/29/2020	Country: USA	Primary Security ID: 148806102	Meeting ID: 1472086
Record Date: 09/02/2020	Meeting Type: Annual	Ticker: CTLT	
Primary CUSIP: 148806102	Primary ISIN: US1488061029	Primary SEDOL: BP96PQ4	Proxy Level: 3
	Shares Voted: 983	Votable Shares: 983	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 983

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
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. A vote AGAINST governance committee members Madhavan "Madhu" Balachandran, Christa Kreuzburg, 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.</i></p>							
1b	Elect Director J. Martin Carroll	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. A vote AGAINST governance committee members Madhavan "Madhu" Balachandran, Christa Kreuzburg, 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.</i></p>							
1c	Elect Director Rolf Classon	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse.</i></p>							
1d	Elect Director John J. Greisch	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse.</i></p>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Catalent, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Christa Kreuzburg	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. A vote AGAINST governance committee members Madhavan "Madhu" Balachandran, Christa Kreuzburg, 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.</i>							
1f	Elect Director Gregory T. Lucier	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: A vote FOR this item is warranted because only 12.67 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 majority of the CEO's compensation remains conditioned on objective financial performance metrics, resulting in a reasonable alignment between company performance and CEO pay.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	10/14/2020	Auto-Approved	10/14/2020	983	983
Total Shares:							983	983

Coty Inc.

Meeting Date: 11/03/2020	Country: USA	Primary Security ID: 222070203	Meeting ID: 1473357
Record Date: 09/09/2020	Meeting Type: Annual	Ticker: COTY	
Primary CUSIP: 222070203	Primary ISIN: US2220702037	Primary SEDOL: BBBMJ2	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	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. WITHHOLD votes are warranted for compensation committee members Beatrice Ballini, Johannes Huth, Paul Michaels, and Erhard Schoewel, in light of the board's insufficient response to low shareholder support for the 2019 say-on-pay proposal.</i>							
1.2	Elect Director Joachim Creus	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1.3	Elect Director Nancy G. Ford	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.4	Elect Director Olivier Goudet	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.5	Elect Director Peter Harf	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.6	Elect Director Johannes Huth	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 compensation committee members Beatrice Ballini, Johannes Huth, Paul Michaels, and Erhard Schoewel, in light of the board's insufficient response to low shareholder support for the 2019 say-on-pay proposal.</i>						
1.7	Elect Director Paul S. Michaels	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 compensation committee members Beatrice Ballini, Johannes Huth, Paul Michaels, and Erhard Schoewel, in light of the board's insufficient response to low shareholder support for the 2019 say-on-pay proposal.</i>						
1.8	Elect Director Sue Y. Nabi	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.9	Elect Director Isabelle Parize	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.10	Elect Director Erhard Schoewel	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 compensation committee members Beatrice Ballini, Johannes Huth, Paul Michaels, and Erhard Schoewel, in light of the board's insufficient response to low shareholder support for the 2019 say-on-pay proposal.</i>						
1.11	Elect Director Robert Singer	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.12	Elect Director Justine Tan	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</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 has liberal change-in-control ("CIC") vesting risk (overriding factor);- The plan cost is excessive;- The three-year average burn rate is excessive; and- The plan allows broad discretion to accelerate vesting.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
3	Amend Non-Employee Director Restricted Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the aggregate shareholder value transfer of the company's equity compensation plans exceeds the benchmark, the qualitative review of director compensation indicates that with the exception of equity vesting requirements and meaningful limits on director pay, the company met all qualitative factors.</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. The compensation committee has demonstrated insufficient responsiveness to the prior year's low say-on-pay support. Additionally, former CEO Laubies resigned and received a large severance payment amid weak stock price performance, which shareholders may view as a pay-for-failure situation. Further, CFO Terisse received large transaction awards and FY20 equity awards, including retention equity, lack performance criteria.</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	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 21.52 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	10/22/2020	Auto-Approved	10/22/2020	1,236	1,236
Total Shares:							1,236	1,236

Maxim Integrated Products, Inc.

Meeting Date: 11/05/2020	Country: USA	Primary Security ID: 57772K101	Meeting ID: 1473697
Record Date: 09/11/2020	Meeting Type: Annual	Ticker: MXIM	
Primary CUSIP: 57772K101	Primary ISIN: US57772K1016	Primary SEDOL: 2573760	Proxy Level: 3
	Shares Voted: 668	Votable Shares: 668	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 668	

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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Maxim Integrated Products, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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	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 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: A vote FOR this item is warranted because only 8.92 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 regarding the incentive program design 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	10/14/2020	Auto-Approved	10/14/2020	668	668
Total Shares:							668	668

Tapestry, Inc.

Meeting Date: 11/05/2020	Country: USA	Primary Security ID: 876030107	Meeting ID: 1473693
Record Date: 09/08/2020	Meeting Type: Annual	Ticker: TPR	
Primary CUSIP: 876030107	Primary ISIN: US8760301072	Primary SEDOL: BF09HX3	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Tapestry, Inc.

	Shares Voted: 123	Votable Shares: 123	*Shares on Loan: 0	Shares Instructed: 123
Total Ballots: 2	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote 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 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>						
1c	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>						
1d	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>						
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>						
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 20.51 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: A vote FOR the proposal is warranted. Amid broad company underperformance, the annual bonus as well as a prior performance equity grant did not perform above threshold and therefore did not result in payouts to executives. The annual bonus was entirely based on pre-set objective metrics, while performance equity utilizes a multi-year performance period with an additional time-vesting component. Continued monitoring of the LTI program is warranted, however, as less than half of the annual equity grant is in performance-conditioned equity.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan cost is excessive- The three-year average burn rate is excessive- The disclosure of change-in-control ("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	10/19/2020	Auto-Approved	10/19/2020	40	40
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	10/19/2020	Auto-Approved	10/19/2020	83	83

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Tapestry, Inc.

Total Shares: 123 123

Wix.com Ltd.

Meeting Date: 11/09/2020 **Country:** Israel **Primary Security ID:** M98068105 **Meeting ID:** 1473497
Record Date: 09/30/2020 **Meeting Type:** Annual **Ticker:** WIX

Primary CUSIP: M98068105 **Primary ISIN:** IL0011301780 **Primary SEDOL:** BFZCHN7 **Proxy Level:** N/A

Shares Voted: 17 **Votable Shares:** 17 ***Shares on Loan:** 0 **Shares Instructed:** 17

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Deirdre Bigley as Director	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.</i>							
1b	Reelect Allon Bloch as Director	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.</i>							
2	Reappoint Appointment and Compensation of Kost, Forer, Gabbay & Kasierer as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the audit firm is warranted.</i>							
3	Discuss Financial Statements and the Report of the Board	Mgmt	No				
<i>Voting Policy Rationale: No vote is required for this item.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	10/09/2020	Auto-Approved	10/09/2020	17	17
Total Shares:							<u>17</u>	<u>17</u>

The Estee Lauder Companies Inc.

Meeting Date: 11/10/2020 **Country:** USA **Primary Security ID:** 518439104 **Meeting ID:** 1473125
Record Date: 09/11/2020 **Meeting Type:** Annual **Ticker:** EL

Primary CUSIP: 518439104 **Primary ISIN:** US5184391044 **Primary SEDOL:** 2320524 **Proxy Level:** 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Estee Lauder Companies Inc.

Total Ballots: 1		Shares Voted: 61	Votable Shares: 61		*Shares on Loan: 0	Shares Instructed: 61	
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charlene Barshefsky	Mgmt	Yes	For	For	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.							
1b	Elect Director Wei Sun Christianson	Mgmt	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 Fabrizio Freda	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Jane Lauder	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Leonard A. Lauder	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 17.77 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 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	10/19/2020	Auto-Approved	10/19/2020	61	61
Total Shares:							61	61

The Clorox Company

Meeting Date: 11/18/2020	Country: USA	Primary Security ID: 189054109	Meeting ID: 1476242
Record Date: 09/25/2020	Meeting Type: Annual	Ticker: CLX	
Primary CUSIP: 189054109	Primary ISIN: US1890541097	Primary SEDOL: 2204026	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Clorox Company

Total Ballots: 1		Shares Voted: 24	Votable Shares: 24			*Shares on Loan: 0	Shares Instructed: 24
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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Richard H. Carmona	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Benno Dorer	Mgmt	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 Spencer C. 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.							
1.5	Elect Director Esther 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.							
1.6	Elect Director A.D. David Mackay	Mgmt	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 Paul Parker	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.8	Elect Director Linda Rendle	Mgmt	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 Matthew J. Shattock	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.10	Elect Director Kathryn Tesija	Mgmt	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 Pamela Thomas-Graham	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.12	Elect Director Russell J. Weiner	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.13	Elect Director Christopher J. Williams	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Clorox Company

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 3.20 percent of the fees paid to the auditor are for non-audit purposes.									
4	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	10/26/2020	Auto-Approved	10/26/2020	24	24
Total Shares:								24	24

Western Digital Corporation

Meeting Date: 11/18/2020	Country: USA	Primary Security ID: 958102105	Meeting ID: 1475980
Record Date: 09/21/2020	Meeting Type: Annual	Ticker: WDC	
Primary CUSIP: 958102105	Primary ISIN: US9581021055	Primary SEDOL: 2954699	Proxy Level: 3
	Shares Voted: 344	Votable Shares: 344	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 344	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly E. Alexy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Martin I. Cole	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Kathleen A. Cote	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Tunc Doluca	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director David V. Goeckeler	Mgmt	Yes	For	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 Matthew E. Massengill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Western Digital Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Paula A. Price	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>							
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. Incentive programs are linked to objective measures and the CEO's equity awards are mostly performance-conditioned, with goals that utilize a multi-year performance period. However, concerns are noted regarding the size of incoming CEO Goeckeler's make-whole awards, including a relatively large sign-on cash bonus and the lack of a disclosed cap on his PSUs in the event of negative TSR. In addition, the short-term incentive target was set significantly below the prior year's target and actual performance while keeping the payout opportunity unchanged, and the long-term incentive metric targets merely median TSR performance in the peer group. These goal rigor concerns warrant continued shareholder monitoring, although CEO pay is expected to normalize in FY21.</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 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	10/28/2020	Auto-Approved	10/28/2020	344	344
Total Shares:							344	344

Performance Food Group Company

Meeting Date: 11/19/2020	Country: USA	Primary Security ID: 71377A103		Meeting ID: 1477182
Record Date: 09/30/2020	Meeting Type: Annual	Ticker: PFGC		
Primary CUSIP: 71377A103	Primary ISIN: US71377A1034	Primary SEDOL: BYVYD43		Proxy Level: 3
Shares Voted: 5,332		Votable Shares: 5,332	*Shares on Loan: 0	Shares Instructed: 5,332
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 L. Holm	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1b	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>							
1c	Elect Director Matthew C. Flanigan	Mgmt	Yes	For	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 V. Singer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Meredith Adler	Mgmt	Yes	For	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 M. Overly	Mgmt	Yes	For	For	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, 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	10/29/2020	Auto-Approved	10/29/2020	5,332	5,332
Total Shares:							5,332	5,332

ResMed Inc.

Meeting Date: 11/19/2020	Country: USA	Primary Security ID: 761152107	Meeting ID: 1476238
Record Date: 09/22/2020	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
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 Karen Drexler	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ResMed Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1b	Elect Director Michael Farrell	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
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 as CEO pay and company 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	10/20/2020	Auto-Approved	10/20/2020	64	64
Total Shares:							64	64

Donaldson Company, Inc.

Meeting Date: 11/20/2020	Country: USA	Primary Security ID: 257651109	Meeting ID: 1476225
Record Date: 09/21/2020	Meeting Type: Annual	Ticker: DCI	
Primary CUSIP: 257651109	Primary ISIN: US2576511099	Primary SEDOL: 2276467	Proxy Level: 3
	Shares Voted: 667	Votable Shares: 667	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 667	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tod E. Carpenter	Mgmt	Yes	For	For	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 Pilar Cruz	Mgmt	Yes	For	For	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 Ajita G. Rajendra	Mgmt	Yes	For	For	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Donaldson 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 5.12 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	10/21/2020	Auto-Approved	10/21/2020	667	667
Total Shares:								667	667

Fluor Corporation

Meeting Date: 11/24/2020	Country: USA	Primary Security ID: 343412102	Meeting ID: 1479148
Record Date: 09/28/2020	Meeting Type: Annual	Ticker: FLR	
Primary CUSIP: 343412102	Primary ISIN: US3434121022	Primary SEDOL: 2696838	Proxy Level: 3
Shares Voted: 70	Votable Shares: 70	*Shares on Loan: 0	Shares Instructed: 70
Total Ballots: 1	Voting Policy: UUA		

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

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Fluor Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1H	Elect Director Carlos M. Hernandez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1I	Elect Director Thomas C. Leppert	Mgmt	Yes	For	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 Teri P. 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>							
1K	Elect Director Armando J. Olivera	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1L	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>							
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>							
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 2.22 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	11/12/2020	Auto-Approved	11/12/2020	70	70
Total Shares:							70	70

The Hain Celestial Group, Inc.

Meeting Date: 11/24/2020	Country: USA	Primary Security ID: 405217100	Meeting ID: 1478861
Record Date: 09/28/2020	Meeting Type: Annual	Ticker: HAIN	
Primary CUSIP: 405217100	Primary ISIN: US4052171000	Primary SEDOL: 2492337	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Hain Celestial Group, Inc.

	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 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 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>						
1f	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>						
1g	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>						
1h	Elect Director Dawn M. Zier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Following the front-loaded PSU awards in the prior year, CEO pay declined significantly, as CEO Schiller did not receive equity awards for FY20, and short- and long-term incentives are predominantly performance-based. PSUs were granted to the newly appointed CEO and two other NEOs in FY20 have the same performance period as the 2019 front-loaded PSUs. While some concerns are noted regarding the shortened effective performance period, the company notes that the lower stock price at the time that the FY20 PSUs were granted required stronger performance for any payout to be earned. Additionally, while additional PSUs were granted to two continuing NEOs during a period covered by previously awarded front-loaded grants when additional equity grants were not expected, the additional equity was considered as compensation relating to significant changes in the two NEOs' responsibilities at the company. However, these issues warrant continued shareholder monitoring.</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 24.80 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	11/17/2020	Auto-Approved	11/17/2020	509	509
Total Shares:							509	509

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Hain Celestial Group, Inc.

Microsoft Corporation

Meeting Date: 12/02/2020	Country: USA	Primary Security ID: 594918104	Meeting ID: 1479998
Record Date: 10/08/2020	Meeting Type: Annual	Ticker: MSFT	
Primary CUSIP: 594918104	Primary ISIN: US5949181045	Primary SEDOL: 2588173	Proxy Level: 4
	Shares Voted: 3,860	Votable Shares: 3,860	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,860

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	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>						
1.2	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>						
1.3	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>						
1.4	Elect Director Satya Nadella	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	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>						
1.6	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>						
1.7	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>						
1.8	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>						
1.9	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>						
1.10	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>						
1.11	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>						
1.12	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
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Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. CEO Nadella's base salary remains well above that of the ISS-selected peer group and the company's peer group. In addition, for FY20, only half of the STI relies on quantitative metrics, while half of the LTI award lacks performance vesting criteria. However, the company's short- and long-term share price performance has been very strong, and annual incentive goals appear rigorous. Further, in response to investor feedback, the company is making significant improvements to the FY21 pay program. Specifically, performance equity will constitute 70 percent of the CEO's LTI pay mix, and his STI will be predominantly based on pre-set financial metrics in FY21. Further, although the above concerns relating to the FY20 pay program are noted, 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 6.21 percent of the fees paid to the auditor are for non-audit purposes.</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. 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	11/12/2020	Auto-Approved	11/12/2020	3,860	3,860
Total Shares:							3,860	3,860

Atlassian Corporation Plc

Meeting Date: 12/03/2020	Country: United Kingdom	Primary Security ID: G06242104	Meeting ID: 1480252
Record Date: 10/06/2020	Meeting Type: Annual	Ticker: TEAM	
Primary CUSIP: G06242104	Primary ISIN: GB00BZ09BD16	Primary SEDOL: BZ09BD1	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 2,090	Votable Shares: 2,090	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,090

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>							

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 Location(s): Unitarian Universalist Association
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Atlassian Corporation Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Appoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.55 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	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>							
5	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>							
6	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>							
7	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>							
8	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>							
9	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>							
10	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>							
11	Elect Director Enrique Salem	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
12	Elect Director Steven Sordello	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
13	Elect Director Richard P. Wong	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
14	Authorize to Make Off-Market Purchases of Ordinary Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i>							
15	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	11/13/2020	Auto-Approved	11/13/2020	2,090	2,090
Total Shares:							2,090	2,090

*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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Atlassian Corporation Plc

Vail Resorts, Inc.

Meeting Date: 12/03/2020	Country: USA	Primary Security ID: 91879Q109	Meeting ID: 1480407
Record Date: 10/07/2020	Meeting Type: Annual	Ticker: MTN	
Primary CUSIP: 91879Q109	Primary ISIN: US91879Q1094	Primary SEDOL: 2954194	Proxy Level: 3
	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
1a	Elect Director Susan L. Decker	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Robert A. 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>						
1c	Elect Director Nadia 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>						
1d	Elect Director John T. 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>						
1e	Elect Director Michele Romanow	Mgmt	Yes	For	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 Hilary A. Schneider	Mgmt	Yes	For	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 D. Bruce Sewell	Mgmt	Yes	For	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 F. Sorte	Mgmt	Yes	For	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 Peter A. Vaughn	Mgmt	Yes	For	For	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 5.96 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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Vail Resorts, 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	11/13/2020	Auto-Approved	11/13/2020	51	51
Total Shares:							51	51

Chesapeake Energy Corporation

Meeting Date: 12/07/2020 **Country:** USA **Primary Security ID:** 165167743 **Meeting ID:** 1487227
Record Date: 10/19/2020 **Meeting Type:** Written Consent **Ticker:** CHKAQ

Primary CUSIP: 165167743 **Primary ISIN:** US1651677437 **Primary SEDOL:** BLK8HG5 **Proxy Level:** 1

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Opt Out of The Third-Party Release	Mgmt	Yes	For	Abstain	Abstain	Abstain

Voting Policy Rationale: The company has not disclosed any adverse consequences to not approving this proposal. Therefore, ABSTAIN from this proposal.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	11/23/2020	Auto-Approved	11/23/2020	5	5
Total Shares:							5	5

Cisco Systems, Inc.

Meeting Date: 12/10/2020 **Country:** USA **Primary Security ID:** 17275R102 **Meeting ID:** 1480563
Record Date: 10/12/2020 **Meeting Type:** Annual **Ticker:** CSCO

Primary CUSIP: 17275R102 **Primary ISIN:** US17275R1023 **Primary SEDOL:** 2198163 **Proxy Level:** 4

Shares Voted: 5,046 **Votable Shares:** 5,046 ***Shares on Loan:** 0 **Shares Instructed:** 5,046
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 M. Michele Burns	Mgmt	Yes	For	For	For	For

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

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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 - Withdrawn	Mgmt	No				
	<i>Voting Policy Rationale: Withdrawn resolution</i>						
1i	Elect Director Brenton L. Saunders	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Lisa T. Su	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Change State of Incorporation from California to Delaware	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST reincorporation.</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 CEO pay and company performance are relatively aligned 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 less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
6	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	12/02/2020	Auto-Approved	12/02/2020	4,846	4,846
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	12/02/2020	Auto-Approved	12/02/2020	200	200
Total Shares:							5,046	5,046

Medtronic plc

Meeting Date: 12/11/2020	Country: Ireland	Primary Security ID: G5960L103	Meeting ID: 1462622
Record Date: 10/15/2020	Meeting Type: Annual	Ticker: MDT	
Primary CUSIP: G5960L103	Primary ISIN: IE00BTN1Y115	Primary SEDOL: BTN1Y11	Proxy Level: N/A
	Shares Voted: 1,853	Votable Shares: 1,853	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,853

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 Michael O. Leavitt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director James T. Lenehan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Kevin E. Lofton	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Denise 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 4.64 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 based entirely on pre-set financial objectives and a majority of long-term incentives include performance conditions.</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>							
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 resolutions is warranted because 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 proposal is warranted, as the 18-month duration of the authority, the limited use of recent buybacks by the company, 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	11/19/2020	Auto-Approved	11/19/2020	1,853	1,853
Total Shares:							1,853	1,853

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ligand Pharmaceuticals Incorporated

Meeting Date: 12/15/2020	Country: USA	Primary Security ID: 53220K504	Meeting ID: 1485859
Record Date: 11/05/2020	Meeting Type: Special	Ticker: LGND	
Primary CUSIP: 53220K504	Primary ISIN: US53220K5048	Primary SEDOL: 2501578	Proxy Level: 3
	Shares Voted: 791	Votable Shares: 791	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 791

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that Item 1 warrants shareholder 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	11/25/2020	Auto-Approved	11/25/2020	791	791
Total Shares:							791	791

Cantel Medical Corp.

Meeting Date: 12/16/2020	Country: USA	Primary Security ID: 138098108	Meeting ID: 1487175
Record Date: 11/02/2020	Meeting Type: Annual	Ticker: CMD	
Primary CUSIP: 138098108	Primary ISIN: US1380981084	Primary SEDOL: 2188153	Proxy Level: 3
	Shares Voted: 220	Votable Shares: 220	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 220

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles M. Diker	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1b	Elect Director Alan R. Batkin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1c	Elect Director Ann E. Berman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1d	Elect Director Mark N. Diker	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Cantel Medical Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Anthony B. Evnin	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>							
1f	Elect Director Laura L. Forese	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1g	Elect Director George L. Fotiades	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 Ronnie Myers	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1i	Elect Director Karen N. Prange	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1j	Elect Director Peter J. Pronovost	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 and no significant concerns were identified at this time. The CEO temporarily reduced his base salary, declined his annual incentive, reduced his long-term equity grant, and voluntarily forfeited the performance-based equity grant in FY2020.</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 Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.64 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	11/25/2020	Auto-Approved	11/25/2020	220	220
Total Shares:							220	220

Thor Industries, Inc.

Meeting Date: 12/18/2020	Country: USA	Primary Security ID: 885160101	Meeting ID: 1484240
Record Date: 10/19/2020	Meeting Type: Annual	Ticker: THO	
Primary CUSIP: 885160101	Primary ISIN: US8851601018	Primary SEDOL: 2889876	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Thor Industries, Inc.

Total Ballots: 1		Shares Voted: 290	Votable Shares: 290			*Shares on Loan: 0	Shares Instructed: 290
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew Graves	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.2	Elect Director Amelia A. Huntington	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.3	Elect Director Wilson Jones	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.4	Elect Director Christopher Klein	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.5	Elect Director J. Allen Kosowsky	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.6	Elect Director Robert W. Martin	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.7	Elect Director Peter B. Orthwein	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.8	Elect Director Jan H. Suwinski	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.9	Elect Director James L. Ziemer	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.10	Elect Director William J. Kelley, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
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 13.73 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	12/01/2020	Auto-Approved	12/01/2020	290	290
Total Shares:							290	290

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Thor Industries, Inc.

Devon Energy Corporation

Meeting Date: 12/30/2020	Country: USA	Primary Security ID: 25179M103	Meeting ID: 1488369
Record Date: 11/04/2020	Meeting Type: Special	Ticker: DVN	
Primary CUSIP: 25179M103	Primary ISIN: US25179M1036	Primary SEDOL: 2480677	Proxy Level: 5
	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	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Given the positive market reaction since the transaction announcement, the expectation that the transaction will be accretive to cash flow and free cash flow per share, and the substantial downside risk of rejecting the merger, support FOR the transaction is warranted.</i>							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as support for the underlying transaction is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	12/22/2020	Auto-Approved	12/22/2020	845	845
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	12/22/2020	Auto-Approved	12/22/2020	360	360
Total Shares:							1,205	1,205

Zscaler, Inc.

Meeting Date: 01/06/2021	Country: USA	Primary Security ID: 98980G102	Meeting ID: 1488590
Record Date: 11/11/2020	Meeting Type: Annual	Ticker: ZS	
Primary CUSIP: 98980G102	Primary ISIN: US98980G1022	Primary SEDOL: BZ00V34	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
1.1	Elect Director Jagtar (Jay) Chaudhry	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Jagtar (Jay) Chaudhry and Amit Sinha 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Zscaler, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Amit Sinha	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Jagtar (Jay) Chaudhry and Amit Sinha 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	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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted for the grant of excessive equity awards to a new NEO. A significant portion of the awards are subject to time-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	12/11/2020	Auto-Approved	12/11/2020	36	36
Total Shares:							36	36

Micron Technology, Inc.

Meeting Date: 01/14/2021	Country: USA	Primary Security ID: 595112103	Meeting ID: 1489590
Record Date: 11/18/2020	Meeting Type: Annual	Ticker: MU	
Primary CUSIP: 595112103	Primary ISIN: US5951121038	Primary SEDOL: 2588184	Proxy Level: 3
	Shares Voted: 1,871	Votable Shares: 1,871	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,871	

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

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 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
1e	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>							
1f	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>							
1g	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. Nevertheless, shareholders would benefit from greater disclosure regarding the performance goals underlying the company's incentive programs.</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 21.57 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	12/18/2020	Auto-Approved	12/18/2020	1,871	1,871
Total Shares:							1,871	1,871

ConocoPhillips

Meeting Date: 01/15/2021	Country: USA	Primary Security ID: 20825C104	Meeting ID: 1492867
Record Date: 12/11/2020	Meeting Type: Special	Ticker: COP	
Primary CUSIP: 20825C104	Primary ISIN: US20825C1045	Primary SEDOL: 2685717	Proxy Level: 5
Total Ballots: 2	Shares Voted: 6,584	Votable Shares: 6,584	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 6,584

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

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 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		
<p><i>Voting Policy Rationale: COP has underperformed its peers since the unaffected date, possibly due to investor reaction to the low-teens premium, which goes against the recent trend of low-to-no premium deals in the energy space. However, this underperformance seems less pronounced when compared to oil majors which, like COP, are unlikely takeover targets. Moreover, the strategic rationale is sound, as the transaction will build critical mass for COP's presence in the Permian Basin with high quality assets and technical expertise, and there are no immediate signs that it is overpaying for the target. As such, support FOR the proposed transaction 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
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	12/31/2020	Auto-Approved	12/31/2020	6,460	6,460
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	12/31/2020	Auto-Approved	12/31/2020	124	124
Total Shares:								6,584	6,584

BridgeBio Pharma, Inc.

Meeting Date: 01/19/2021	Country: USA	Primary Security ID: 10806X102	Meeting ID: 1493268
Record Date: 12/08/2020	Meeting Type: Special	Ticker: BBIO	
Primary CUSIP: 10806X102	Primary ISIN: US10806X1028	Primary SEDOL: BK1KWG8	Proxy Level: 5
Shares Voted: 2,885		Votable Shares: 2,885	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,885

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with the Merger	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted in light of the strategic rationale and downside risk of non-approval.</i></p>							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as support for the underlying transaction 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	01/04/2021	Auto-Approved	01/04/2021	2,885	2,885
Total Shares:							2,885	2,885

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

D.R. Horton, Inc.

Meeting Date: 01/20/2021	Country: USA	Primary Security ID: 23331A109	Meeting ID: 1494895
Record Date: 11/30/2020	Meeting Type: Annual	Ticker: DHI	
Primary CUSIP: 23331A109	Primary ISIN: US23331A1097	Primary SEDOL: 2250687	Proxy Level: 3
	Shares Voted: 205	Votable Shares: 205	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 205

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald R. Horton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1b	Elect Director Barbara K. Allen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1c	Elect Director Brad S. Anderson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1d	Elect Director Michael R. Buchanan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1e	Elect Director Michael W. Hewatt	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1f	Elect Director Maribess L. Miller	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	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 1.76 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	01/05/2021	Auto-Approved	01/05/2021	205	205
Total Shares:							205	205

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Intuit Inc.

Meeting Date: 01/21/2021	Country: USA	Primary Security ID: 461202103	Meeting ID: 1488576
Record Date: 11/23/2020	Meeting Type: Annual	Ticker: INTU	
Primary CUSIP: 461202103	Primary ISIN: US4612021034	Primary SEDOL: 2459020	Proxy Level: 3
	Shares Voted: 2,310	Votable Shares: 2,310	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,310

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 Tekedra Mawakana	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Suzanne 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>						
1h	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>						
1i	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>						
1j	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>						
1k	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>						
1l	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Intuit 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	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
Sands Capital Mgmt, 6728029078		6728029078	Confirmed	Auto-Instructed	12/22/2020	Auto-Approved	12/22/2020	2,310	2,310
Total Shares:								2,310	2,310

The Scotts Miracle-Gro Company

Meeting Date: 01/25/2021	Country: USA	Primary Security ID: 810186106	Meeting ID: 1493536
Record Date: 11/30/2020	Meeting Type: Annual	Ticker: SMG	
Primary CUSIP: 810186106	Primary ISIN: US8101861065	Primary SEDOL: 2781518	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 Thomas N. Kelly, 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>							
1.2	Elect Director Peter E. Shumlin	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 John R. Vines	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although 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 proposal to ratify the auditor is warranted.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Scotts Miracle-Gro 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	01/05/2021	Auto-Approved	01/05/2021	359	359
Total Shares:							359	359

Becton, Dickinson and Company

Meeting Date: 01/26/2021 **Country:** USA **Primary Security ID:** 075887109 **Meeting ID:** 1493690
Record Date: 12/07/2020 **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 **Shares Instructed:** 538
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 Catherine M. Burzik	Mgmt	Yes	For	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 R. Andrew Eckert	Mgmt	Yes	For	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 Vincent A. Forlenza	Mgmt	Yes	For	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 Claire M. Fraser	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jeffrey 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>							
1f	Elect Director Christopher 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>							
1g	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>							
1h	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>							
1i	Elect Director Thomas E. Polen	Mgmt	Yes	For	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

Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	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>							
1k	Elect Director Rebecca W. Rimel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Timothy 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>							
1m	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: A vote FOR this item is warranted because only 5.23 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. As a result of the impact of the pandemic, certain NEOs, other than the CEO, received one-time grants of stock appreciation rights following the end of the fiscal year to offset a portion of the lower value of recently earned or in-flight performance shares. The use of one-time awards as a replacement for forfeited or underperforming performance-based awards is problematic and sufficient mitigating factors have not been identified.</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 a lower threshold would enhance the current shareholder right to call special meetings.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	01/14/2021	Auto-Approved	01/14/2021	538	538
Total Shares:							538	538

Hormel Foods Corporation

Meeting Date: 01/26/2021	Country: USA	Primary Security ID: 440452100	Meeting ID: 1493465
Record Date: 11/27/2020	Meeting Type: Annual	Ticker: HRL	
Primary CUSIP: 440452100	Primary ISIN: US4404521001	Primary SEDOL: 2437264	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 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 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>						
1i	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>						
1j	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>						
1k	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>						
1l	Elect Director Steven A. 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 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 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.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Hormel Foods 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	01/13/2021	Auto-Approved	01/13/2021	318	318
Total Shares:							318	318

Visa Inc.

Meeting Date: 01/26/2021	Country: USA	Primary Security ID: 92826C839	Meeting ID: 1490280
Record Date: 11/27/2020	Meeting Type: Annual	Ticker: V	
Primary CUSIP: 92826C839	Primary ISIN: US92826C8394	Primary SEDOL: B2PZN04	Proxy Level: 3
	Shares Voted: 5,920	Votable Shares: 5,920	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 5,920	

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

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1j	Elect Director Linda J. 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>							
1k	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>							
1l	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: While some concerns are raised regarding the sizable new hire awards for an NEO, 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 only 3.15 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 an analysis of the plan amendments, a vote FOR this proposal is warranted.</i>							
5	Provide Holders of At Least 15% Class A Common Stock 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 rights.</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 Principles of Executive Compensation Program	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. While the company discloses its executive compensation setting process, inclusion of CEO pay ratio and other factors 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
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	01/05/2021	Auto-Approved	01/05/2021	5,780	5,780
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	01/05/2021	Auto-Approved	01/05/2021	140	140
Total Shares:							5,920	5,920

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Woodward, Inc.

Meeting Date: 01/27/2021	Country: USA	Primary Security ID: 980745103	Meeting ID: 1493356
Record Date: 11/30/2020	Meeting Type: Annual	Ticker: WWD	
Primary CUSIP: 980745103	Primary ISIN: US9807451037	Primary SEDOL: 2948089	Proxy Level: 4
	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
1.1	Elect Director Thomas A. Gendron	Mgmt	Yes	For	For	Against	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 Daniel G. Korte	Mgmt	Yes	For	For	Against	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 Ronald M. Segal	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.20 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 as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	01/11/2021	Auto-Approved	01/11/2021	2,365	2,365
Total Shares:							2,365	2,365

Air Products and Chemicals, Inc.

Meeting Date: 01/28/2021	Country: USA	Primary Security ID: 009158106	Meeting ID: 1492122
Record Date: 11/30/2020	Meeting Type: Annual	Ticker: APD	
Primary CUSIP: 009158106	Primary ISIN: US0091581068	Primary SEDOL: 2011602	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Air Products and Chemicals, Inc.

Shares Voted: 37	Votable Shares: 37	*Shares on Loan: 0	Shares Instructed: 37
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan K. Carter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Charles I. Cogut	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Lisa 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>						
1d	Elect Director Chadwick C. Deaton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director 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>						
1f	Elect Director David H. Y. Ho	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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	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 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
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	01/05/2021	Auto-Approved	01/05/2021	37	37
Total Shares:							37	37

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ashland Global Holdings Inc.

Meeting Date: 01/28/2021	Country: USA	Primary Security ID: 044186104	Meeting ID: 1491048
Record Date: 12/01/2020	Meeting Type: Annual	Ticker: ASH	
Primary CUSIP: 044186104	Primary ISIN: US0441861046	Primary SEDOL: BYND5N1	Proxy Level: 3
	Shares Voted: 726	Votable Shares: 726	*Shares on Loan: 0
Total Ballots: 1	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	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 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>						
1.3	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>						
1.4	Elect Director Wetteny Joseph	Mgmt	Yes	For	For	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 L. Main	Mgmt	Yes	For	For	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 Guillermo Novo	Mgmt	Yes	For	For	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 Jerome A. Peribere	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Ricky C. 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>						
1.9	Elect Director Janice J. Teal	Mgmt	Yes	For	For	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 6.38 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. While total CEO compensation increased from FY19, this was largely driven by sign-on awards granted to Guillermo Novo in connection with his appointment to CEO. CEO Novo's annual base salary was set below his predecessor's salary, and annual incentives were primarily determined by pre-set financial metrics. In addition, half of the CEO's equity awards, including sign-on grants, were performance-conditioned, with the company expected to increase the proportion of performance-based equity for FY21.</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: 07/01/2020 to 06/30/2021
 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		
5	Other Business	Mgmt	Yes	For	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	01/11/2021	Auto-Approved	01/11/2021	726	726
Total Shares:								726	726

Post Holdings, Inc.

Meeting Date: 01/28/2021	Country: USA	Primary Security ID: 737446104	Meeting ID: 1490931
Record Date: 11/23/2020	Meeting Type: Annual	Ticker: POST	
Primary CUSIP: 737446104	Primary ISIN: US7374461041	Primary SEDOL: B6T0518	Proxy Level: 3
Shares Voted: 439		Votable Shares: 439	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 439

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director Edwin H. Callison	Mgmt	Yes	For	For	Withhold	Withhold		
Voting Policy Rationale: Less than 30% of the board is diverse.									
1.2	Elect Director William P. Stiritz	Mgmt	Yes	For	For	Withhold	Withhold		
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 only 9.16 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	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	01/08/2021	Auto-Approved	01/08/2021	439	439
Total Shares:							439	439	

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Post Holdings, Inc.

Walgreens Boots Alliance, Inc.

Meeting Date: 01/28/2021	Country: USA	Primary Security ID: 931427108	Meeting ID: 1491859
Record Date: 11/30/2020	Meeting Type: Annual	Ticker: WBA	
Primary CUSIP: 931427108	Primary ISIN: US9314271084	Primary SEDOL: BTN1Y44	Proxy Level: 3
	Shares Voted: 599	Votable Shares: 599	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 599

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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Janice M. Babiak	Mgmt	Yes	For	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 J. Brailer	Mgmt	Yes	For	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 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	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 Valerie B. Jarrett	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>							
1h	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>							
1i	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>							
1j	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>							
1k	Elect Director James A. Skinner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 20.39 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. The company's supplemental filing provides additional information on the company's rationale for FY20 pay adjustments. However, the modification to yield payouts despite failure to achieve threshold performance may be viewed as counter to a pay-for-performance philosophy, especially in the context of negative short- and long-term shareholder returns. While annual incentives remained below target after the committee's discretionary adjustments, closing-cycle PSUs were deemed earned slightly above target. Investors have indicated that increases to long-term incentive payouts, particularly for performance cycles ending in 2020, are generally viewed as problematic. Meanwhile, overall equity awards to NEOs other than the CEO were majority time-based in FY20, and the lack of disclosed STI results and forward-looking LTI targets inhibits an assessment of goal rigor.							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							
5	Require Independent Board 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.							
6	Report on Health Risks of Continued In-Store Tobacco Sales in the Age of COVID 2021	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted because shareholders would benefit from increased disclosure regarding the firm's policies and practices related to the sale of tobacco products and its risk oversight mechanisms for continued in-store tobacco sales.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	01/07/2021	Auto-Approved	01/07/2021	599	599
Total Shares:							599	599

Amdocs Limited

Meeting Date: 01/29/2021	Country: Guernsey	Primary Security ID: G02602103	Meeting ID: 1494915
Record Date: 12/03/2020	Meeting Type: Annual	Ticker: DOX	
Primary CUSIP: G02602103	Primary ISIN: GB0022569080	Primary SEDOL: 2256908	Proxy Level: N/A
	Shares Voted: 319	Votable Shares: 319	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 319	

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

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Reporting Period: 07/01/2020 to 06/30/2021
 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
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</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.</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>							
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.</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	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>							
3	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>							
4	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	01/13/2021	Auto-Approved	01/13/2021	319	319
Total Shares:							319	319

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Amdocs Limited

UGI Corporation

Meeting Date: 01/29/2021	Country: USA	Primary Security ID: 902681105	Meeting ID: 1494072
Record Date: 11/18/2020	Meeting Type: Annual	Ticker: UGI	
Primary CUSIP: 902681105	Primary ISIN: US9026811052	Primary SEDOL: 2910118	Proxy Level: 3
	Shares Voted: 1,774	Votable Shares: 1,774	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,774

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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>							
1b	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>							
1c	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>							
1d	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>							
1e	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>							
1f	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>							
1g	Elect Director Cindy J. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	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>							
1i	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>							
1j	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	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: 07/01/2020 to 06/30/2021
 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	
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 6.19 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	01/11/2021	Auto-Approved	01/11/2021	1,774	1,774
Total Shares:							1,774	1,774

Atmos Energy Corporation

Meeting Date: 02/03/2021	Country: USA	Primary Security ID: 049560105	Meeting ID: 1493968
Record Date: 12/11/2020	Meeting Type: Annual	Ticker: ATO	
Primary CUSIP: 049560105	Primary ISIN: US0495601058	Primary SEDOL: 2315359	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,214	Votable Shares: 2,214	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,214

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	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Robert W. Best	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Kim R. Cocklin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1d	Elect Director Kelly H. Compton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1e	Elect Director Sean Donohue	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1f	Elect Director Rafael G. Garza	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1g	Elect Director Richard K. Gordon	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: 07/01/2020 to 06/30/2021
 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
1h	Elect Director Robert C. Grable	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1i	Elect Director Nancy K. Quinn	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1j	Elect Director Richard A. Sampson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1k	Elect Director Stephen R. Springer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1l	Elect Director Diana J. Walters	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1m	Elect Director Richard Ware, II	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1n	Elect Director Frank Yoho	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	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	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	01/15/2021	Auto-Approved	01/15/2021	2,214	2,214
Total Shares:							2,214	2,214

Nielsen Holdings Plc

Meeting Date: 02/11/2021	Country: United Kingdom	Primary Security ID: G6518L108	Meeting ID: 1494937
Record Date: 12/23/2020	Meeting Type: Special	Ticker: NLSN	
Primary CUSIP: G6518L108	Primary ISIN: GB00BWFY5505	Primary SEDOL: BWFY550	Proxy Level: N/A

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

Nielsen Holdings Plc

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	
1	Approve Sale of the Global Connect Business	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: The process appears reasonably thorough, the valuation looks attractive, the company will have an improved margin profile after the sale, the transaction appears more compelling than the alternative proposed spin-off transaction, and the company will be able to reduce leverage and invest for future growth. As such, support FOR this transaction is warranted.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	01/08/2021	Auto-Approved	01/12/2021	416	416
Total Shares:							416	416

Tyson Foods, Inc.

Meeting Date: 02/11/2021 **Country:** USA **Primary Security ID:** 902494103 **Meeting ID:** 1494814
Record Date: 12/14/2020 **Meeting Type:** Annual **Ticker:** TSN
Primary CUSIP: 902494103 **Primary ISIN:** US9024941034 **Primary SEDOL:** 2909730 **Proxy Level:** 3
Shares Voted: 861 **Votable Shares:** 861 ***Shares on Loan:** 0 **Shares Instructed:** 861
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director 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 Les R. Baledge	Mgmt	Yes	For	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 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>							
1d	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>							
1e	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>							
1f	Elect Director Maria Claudia Borrás	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1g	Elect Director David J. Bronczek	Mgmt	Yes	For	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 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>						
1i	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>						
1j	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>						
1k	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>						
1l	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>						
1m	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>						
1n	Elect Director Barbara A. 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>						
1o	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 5.73 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	Report on Human Rights Due Diligence	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 for human rights due diligence would allow shareholders to better gauge how the company is managing human rights related risks.</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 Lobbying Payments and Policy	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 for human rights due diligence would allow shareholders to better gauge how the company is managing human rights related risks.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Tyson Foods, 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	01/28/2021	Auto-Approved	01/28/2021	861	861
Total Shares:							861	861

Raymond James Financial, Inc.

Meeting Date: 02/18/2021	Country: USA	Primary Security ID: 754730109	Meeting ID: 1496806
Record Date: 12/21/2020	Meeting Type: Annual	Ticker: RJF	
Primary CUSIP: 754730109	Primary ISIN: US7547301090	Primary SEDOL: 2718992	Proxy Level: 3
	Shares Voted: 399	Votable Shares: 399	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 399	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles G. von Arentschildt	Mgmt	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 Marlene Debel	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Robert M. Dutkowsky	Mgmt	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 Jeffrey N. Edwards	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Benjamin C. Esty	Mgmt	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 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.						
1g	Elect Director Francis S. Godbold	Mgmt	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 A. James	Mgmt	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 Gordon L. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Roderick C. McGeary	Mgmt	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: 07/01/2020 to 06/30/2021
 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
1k	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>							
1l	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>							
1m	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>							
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 slight 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	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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	01/20/2021	Auto-Approved	01/20/2021	399	399
Total Shares:							399	399

Apple Inc.

Meeting Date: 02/23/2021	Country: USA	Primary Security ID: 037833100	Meeting ID: 1496260
Record Date: 12/28/2020	Meeting Type: Annual	Ticker: AAPL	
Primary CUSIP: 037833100	Primary ISIN: US0378331005	Primary SEDOL: 2046251	Proxy Level: 3
Total Ballots: 2	Shares Voted: 296	Votable Shares: 296	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 296

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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Tim 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: 07/01/2020 to 06/30/2021
 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
1c	Elect Director Al Gore	Mgmt	Yes	For	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 Jung	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Art 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>							
1f	Elect Director Monica Lozano	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Ron 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>							
1h	Elect Director Sue 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>							
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 16.59 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, as pay and performance are reasonably aligned for the year in review. Annual incentives are entirely based on objective financial results, and half of each equity grant is contingent on multi-year relative TSR performance, with target payouts requiring above-median achievement. Above-target bonuses and PSU payouts are reflective of the company's strong operational results and shareholder returns. Continued monitoring of annual incentive goal rigor is warranted, as one of the targets was set below prior-year performance without a commensurate reduction in payout opportunities, which could contribute to a pay-for performance disconnect in the future.</i>							
4	Proxy Access Amendments	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i>							
5	Improve Principles of Executive Compensation Program	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. While the company provides disclosure surrounding its executive compensation setting process, inclusion of NEO pay ratios and other factors to executive compensation programs 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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/01/2021	Auto-Approved	02/01/2021	72	72
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	02/01/2021	Auto-Approved	02/01/2021	224	224

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Apple Inc.

Total Shares: 296 296

Deere & Company

Meeting Date: 02/24/2021 **Country:** USA **Primary Security ID:** 244199105 **Meeting ID:** 1496701
Record Date: 12/31/2020 **Meeting Type:** Annual **Ticker:** DE

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

Shares Voted: 180 **Votable Shares:** 180 ***Shares on Loan:** 0 **Shares Instructed:** 180

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

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

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted. Although a concern is noted, short- and long-term incentives are primarily performance-based, LTI rely on multiyear performance periods, 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 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
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	01/27/2021	Auto-Approved	01/27/2021	180	180
Total Shares:								180	180

Tetra Tech, Inc.

Meeting Date: 02/24/2021	Country: USA	Primary Security ID: 88162G103	Meeting ID: 1497838
Record Date: 12/30/2020	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Tetra Tech, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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: 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 6.52 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	01/22/2021	Auto-Approved	01/25/2021	2,027	2,027
Total Shares:							2,027	2,027

Nordson Corporation

Meeting Date: 03/02/2021	Country: USA	Primary Security ID: 655663102	Meeting ID: 1499174
Record Date: 01/04/2021	Meeting Type: Annual	Ticker: NDSN	
Primary CUSIP: 655663102	Primary ISIN: US6556631025	Primary SEDOL: 2641838	Proxy Level: 3
	Shares Voted: 43	Votable Shares: 43	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 43	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John A. DeFord	Mgmt	Yes	For	For	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 Arthur L. George, 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 Frank M. Jaehnert	Mgmt	Yes	For	For	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 Ginger 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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Nordson Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Jennifer A. Parmentier	Mgmt	Yes	For	For	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. The company continues to utilize objective performance metrics under its annual and long-term incentive plans, which resulted in below target payouts and an alignment between CEO pay and company performance.</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	02/11/2021	Auto-Approved	02/11/2021	43	43
Total Shares:							43	43

Warner Music Group Corp.

Meeting Date: 03/02/2021	Country: USA	Primary Security ID: 934550203	Meeting ID: 1498615
Record Date: 01/07/2021	Meeting Type: Annual	Ticker: WMG	
Primary CUSIP: 934550203	Primary ISIN: US9345502036	Primary SEDOL: BLGJ610	Proxy Level: 3
Shares Voted: 11,890	Votable Shares: 11,890	*Shares on Loan: 0	Shares Instructed: 11,890
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Cooper	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. A vote AGAINST Governance Committee members Lincoln Benet, Len Blavatnik, Noreena Hertz, and Donald Wagner is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Lincoln Benet, Alex Blavatnik, Len Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Michael Lynton is warranted for serving as a director on more than five public company boards. A vote AGAINST Len Blavatnik is further warranted 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. Votes AGAINST all director nominees are also warranted given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Warner Music Group Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Lincoln Benet	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee. A vote AGAINST Governance Committee members Lincoln Benet, Len Blavatnik, Noreena Hertz, and Donald Wagner is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Lincoln Benet, Alex Blavatnik, Len Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Michael Lynton is warranted for serving as a director on more than five public company boards. A vote AGAINST Len Blavatnik is further warranted 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. Votes AGAINST all director nominees are also warranted given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.</i></p>							
1c	Elect Director Alex Blavatnik	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee. A vote AGAINST Governance Committee members Lincoln Benet, Len Blavatnik, Noreena Hertz, and Donald Wagner is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Lincoln Benet, Alex Blavatnik, Len Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Michael Lynton is warranted for serving as a director on more than five public company boards. A vote AGAINST Len Blavatnik is further warranted 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. Votes AGAINST all director nominees are also warranted given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.</i></p>							
1d	Elect Director Len Blavatnik	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee. The nominee attended less than 75% of the board and committee meetings. A vote AGAINST Governance Committee members Lincoln Benet, Len Blavatnik, Noreena Hertz, and Donald Wagner is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Lincoln Benet, Alex Blavatnik, Len Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Michael Lynton is warranted for serving as a director on more than five public company boards. Votes AGAINST all director nominees are also warranted given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.</i></p>							
1e	Elect Director Mathias Dopfner	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. A vote AGAINST Governance Committee members Lincoln Benet, Len Blavatnik, Noreena Hertz, and Donald Wagner is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Lincoln Benet, Alex Blavatnik, Len Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Michael Lynton is warranted for serving as a director on more than five public company boards. A vote AGAINST Len Blavatnik is further warranted 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. Votes AGAINST all director nominees are also warranted given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.</i></p>							

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Reporting Period: 07/01/2020 to 06/30/2021
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Warner Music Group Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Noreena Hertz	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST Governance Committee members Lincoln Benet, Len Blavatnik, Noreena Hertz, and Donald Wagner is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.A vote AGAINST Lincoln Benet, Alex Blavatnik, Len Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees.A vote AGAINST Michael Lynton is warranted for serving as a director on more than five public company boards.A vote AGAINST Len Blavatnik is further warranted 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.Votes AGAINST all director nominees are also warranted given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.</i></p>							
1g	Elect Director Ynon Kreiz	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST Governance Committee members Lincoln Benet, Len Blavatnik, Noreena Hertz, and Donald Wagner is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.A vote AGAINST Lincoln Benet, Alex Blavatnik, Len Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees.A vote AGAINST Michael Lynton is warranted for serving as a director on more than five public company boards.A vote AGAINST Len Blavatnik is further warranted 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.Votes AGAINST all director nominees are also warranted given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.</i></p>							
1h	Elect Director Ceci Kurzman	Mgmt	Yes	For	Against	Against	Against
<p><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.A vote AGAINST Governance Committee members Lincoln Benet, Len Blavatnik, Noreena Hertz, and Donald Wagner is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.A vote AGAINST Lincoln Benet, Alex Blavatnik, Len Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees.A vote AGAINST Michael Lynton is warranted for serving as a director on more than five public company boards.A vote AGAINST Len Blavatnik is further warranted 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.Votes AGAINST all director nominees are also warranted given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.</i></p>							
1i	Elect Director Thomas H. Lee	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST Governance Committee members Lincoln Benet, Len Blavatnik, Noreena Hertz, and Donald Wagner is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.A vote AGAINST Lincoln Benet, Alex Blavatnik, Len Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees.A vote AGAINST Michael Lynton is warranted for serving as a director on more than five public company boards.A vote AGAINST Len Blavatnik is further warranted 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.Votes AGAINST all director nominees are also warranted given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.</i></p>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Warner Music Group Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Michael Lynton	Mgmt	Yes	For	Against	Against	Against
<p><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. A vote AGAINST Governance Committee members Lincoln Benet, Len Blavatnik, Noreena Hertz, and Donald Wagner is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Lincoln Benet, Alex Blavatnik, Len Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Michael Lynton is warranted for serving as a director on more than five public company boards. A vote AGAINST Len Blavatnik is further warranted 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. Votes AGAINST all director nominees are also warranted given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.</i></p>							
1k	Elect Director Donald A. Wagner	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee. A vote AGAINST Governance Committee members Lincoln Benet, Len Blavatnik, Noreena Hertz, and Donald Wagner is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Lincoln Benet, Alex Blavatnik, Len Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Michael Lynton is warranted for serving as a director on more than five public company boards. A vote AGAINST Len Blavatnik is further warranted 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. Votes AGAINST all director nominees are also warranted given the problematic capital structure implemented at the time of the IPO that negatively impacts shareholder rights.</i></p>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><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></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as compensation practices appear reasonable at this time.</i></p>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Three Years	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	02/12/2021	Auto-Approved	02/12/2021	11,890	11,890
Total Shares:							11,890	11,890

MACOM Technology Solutions Holdings, Inc.

Meeting Date: 03/04/2021	Country: USA	Primary Security ID: 55405Y100	Meeting ID: 1498177
Record Date: 01/07/2021	Meeting Type: Annual	Ticker: MTSI	
Primary CUSIP: 55405Y100	Primary ISIN: US55405Y1001	Primary SEDOL: B5B15Y5	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

MACOM Technology Solutions Holdings, Inc.

Shares Voted: 4,691 **Votable Shares:** 4,691 ***Shares on Loan:** 0 **Shares Instructed:** 4,691
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 John Ocampo	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are further warranted for director nominee John Ocampo, as the compensation committee demonstrated poor responsiveness following last year's low say-on-pay support and he is the only incumbent director on the ballot.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Annual cash incentives are primarily linked to pre-set financial goals, and more than half of annual equity awards are performance-conditioned, with growth goals measured mostly on multi-year basis. However, certain concerns are noted regarding the poor disclosure of metric weightings in the STI, annual performance period for a portion of LTI awards, and a one-time equity grant lacking performance criteria. Although the overall FY20 pay levels mitigate these concerns, these issues warrant close continued shareholder monitoring. While the pay-for-performance misalignment was mitigated for the year in review, the compensation committee demonstrated poor responsiveness to last year's low say-on-pay support, as the proxy did not disclose the shareholder engagement efforts, feedback received from the shareholders, and the actions taken in response to the feedback.</i>							
3	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 factors:- The equity program is estimated to be excessively dilutive (overriding factor);- The plan cost is excessive;- The estimated duration of available and proposed shares exceeds six years;- The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and- The plan allows broad discretion to accelerate vesting.</i>							
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 432 of the Internal Revenue Code.</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 15.38 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	02/19/2021	Auto-Approved	02/19/2021	4,691	4,691
Total Shares:							4,691	4,691

Pluralsight, Inc.

Meeting Date: 03/09/2021 **Country:** USA **Primary Security ID:** 72941BAB2 **Meeting ID:** 1500531
Record Date: 01/15/2021 **Meeting Type:** Proxy Contest **Ticker:** PS
Primary CUSIP: 72941BAB2 **Primary ISIN:** US72941BAB27 **Primary SEDOL:** BL9Z1V0 **Proxy Level:** 6

*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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Pluralsight, Inc.

Shares Voted: 10,571 **Votable Shares:** 10,571 ***Shares on Loan:** 0 **Shares Instructed:** 10,571
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Proxy (White Proxy Card)	Mgmt	No				
1	Approve Merger Agreement	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
2	Adjourn Meeting	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
3	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
	Dissident Proxy (Gold Proxy Card)	Mgmt	No				
1	Approve Merger Agreement	Mgmt	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: In light of concerns regarding the sale process, an unconvincing valuation, and limited apparent downside risk of rejection, shareholders are advised to vote AGAINST the proposed transaction under the current terms on the dissident (GOLD) card.</i>						
2	Adjourn Meeting	Mgmt	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: Given the fact that the underlying transaction does not warrant shareholder support, a vote AGAINST this proposal is warranted.</i>						
3	Advisory Vote on Golden Parachutes	Mgmt	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Cash severance is double trigger and reasonably based, with no excise tax gross-ups payable. In addition, a majority of the CEO's equity awards will only accelerate upon a qualifying termination (double trigger).</i>						

Ballot Details

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	02/24/2021	Auto-Approved	02/24/2021	10,571	10,571
Total Shares:							10,571	10,571

The Walt Disney Company

Meeting Date: 03/09/2021 **Country:** USA **Primary Security ID:** 254687106 **Meeting ID:** 1498709
Record Date: 01/11/2021 **Meeting Type:** Annual **Ticker:** DIS
Primary CUSIP: 254687106 **Primary ISIN:** US2546871060 **Primary SEDOL:** 2270726 **Proxy Level:** 4

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Walt Disney Company

Shares Voted: 2,541

Votable Shares: 2,541

*Shares on Loan: 0

Shares Instructed: 2,541

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 Robert A. Chapek	Mgmt	Yes	For	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 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>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	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 12.01 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. CEO pay and company performance are reasonably aligned for the year in review given the significant reduction in the new CEO's total pay as compared to that of his predecessor. Nevertheless, concerns are raised regarding the compensation committee's responsiveness to several years of low say-on-pay support as well as the continued large size of the former CEO's pay in his current role as executive chairman. The company reached out to and engaged with a broad portion of shareholders and made certain changes to the program surrounding new CEO Chapek's pay. However, the proxy does not disclose shareholders' specific concerns as they relate to the previous year's low vote result. Without specific feedback disclosed in the proxy, shareholders' ability to fully evaluate the committee's responses is significantly inhibited. It is also concerning that no target pay opportunity adjustments were made to Robert Iger's pay in connection with his transition from CEO to executive chairman. As such, he will remain the most highly compensated NEO, with relatively outsized pay opportunities, that do not appropriately reflect the change in role.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 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	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/16/2021	Auto-Approved	02/16/2021	2,541	2,541
Total Shares:							2,541	2,541

Analog Devices, Inc.

Meeting Date: 03/10/2021	Country: USA	Primary Security ID: 032654105	Meeting ID: 1499159
Record Date: 01/04/2021	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>							
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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1g	Elect Director Laurie H. Glimcher	Mgmt	Yes	For	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 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>							
1i	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>							
1j	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>							
1k	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. Annual and long-term incentives are primarily performance-based, as highlighted by below target payouts of the bonus and previously awarded equity.</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 21.96 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	02/08/2021	Auto-Approved	02/08/2021	617	617
Total Shares:							617	617

Hill-Rom Holdings, Inc.

Meeting Date: 03/10/2021	Country: USA	Primary Security ID: 431475102	Meeting ID: 1498698
Record Date: 01/04/2021	Meeting Type: Annual	Ticker: HRC	
Primary CUSIP: 431475102	Primary ISIN: US4314751029	Primary SEDOL: 2425924	Proxy Level: 3
	Shares Voted: 397	Votable Shares: 397	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 397	

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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1.2	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>						
1.3	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>						
1.4	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>						
1.5	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>						
1.6	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>						
1.7	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 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>						
1.9	Elect Director Felicia F. Norwood	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>						
1.10	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 pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 35.39 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Hill-Rom Holdings, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/11/2021	Auto-Approved	02/11/2021	397	397
Total Shares:							397	397

Johnson Controls International plc

Meeting Date: 03/10/2021 **Country:** Ireland **Primary Security ID:** G51502105 **Meeting ID:** 1499281
Record Date: 01/07/2021 **Meeting Type:** Annual **Ticker:** JCI

Primary CUSIP: G51502105 **Primary ISIN:** IE00BY7QL619 **Primary SEDOL:** BY7QL61 **Proxy Level:** N/A

Shares Voted: 722 **Votable Shares:** 722 ***Shares on Loan:** 0 **Shares Instructed:** 722

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>							
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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 13.62 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: A vote FOR this proposal to ratify the auditor is warranted.</i>							
3	Authorize Market Purchases of Company Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this 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>							
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. Although some concerns are noted, pay and performance are reasonably aligned at this time.</i>							
6	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>							
7	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>							
8	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	02/12/2021	Auto-Approved	02/12/2021	722	722
Total Shares:							722	722

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Johnson Controls International plc

QUALCOMM Incorporated

Meeting Date: 03/10/2021	Country: USA	Primary Security ID: 747525103	Meeting ID: 1499054
Record Date: 01/11/2021	Meeting Type: Annual	Ticker: QCOM	
Primary CUSIP: 747525103	Primary ISIN: US7475251036	Primary SEDOL: 2714923	Proxy Level: 3
	Shares Voted: 56	Votable Shares: 56	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 56

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mark Fields	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Jeffrey W. Henderson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Gregory 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>						
1e	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>						
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 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>						
1h	Elect Director Jamie 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 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>						
1j	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>						
1k	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
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 Institution Account(s): All Institution Accounts

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	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>							
1m	Elect Director Jean-Pascal Tricoire	Mgmt	Yes	For	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 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 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. Following last year's failed say-on-pay proposal, the company disclosed details of its engagement efforts and specific feedback received during these engagements. In addition, the compensation committee implemented several positive changes to the executive pay program in response to the feedback received, including a commitment to not grant special awards without performance conditions (and no special awards for the "near term"), increasing the weighting of the CEO's performance-conditioned equity for FY2020, implementing ratable vesting for his RSUs, and increasing the relative TSR target goal under the LTI program. Further, pay and performance are reasonably aligned for the year in review. Shareholders should continue to monitor pay decisions, particularly given the CEO transition that will occur in FY2021.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/16/2021	Auto-Approved	02/16/2021	56	56
Total Shares:							56	56

Hologic Inc.

Meeting Date: 03/11/2021	Country: USA	Primary Security ID: 436440101	Meeting ID: 1499050
Record Date: 01/12/2021	Meeting Type: Annual	Ticker: HOLX	
Primary CUSIP: 436440101	Primary ISIN: US4364401012	Primary SEDOL: 2433530	Proxy Level: 3
Shares Voted: 691		Votable Shares: 691	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 691

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

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Hologic Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	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>							
1c	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>							
1d	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>							
1e	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>							
1f	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>							
1g	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>							
1h	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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the pay-for-performance misalignment for the year in review was not mitigated and further, concerns are raised regarding severance payments and benefits made to an NEO upon his voluntary retirement. For 2020 long-term incentives, the company incorporated a one-year performance period for the new free cash flow metric and the proxy discloses that an additional metric will utilize an annual performance period for fiscal 2021 awards. While some investors may have comfort with temporarily shortened performance periods in response to the pandemic, given that the company made this change prior to March of 2020, it is unclear if the shortened performance periods are meant to be temporary. Most investors prefer for the majority of equity awards to be tied to multi-year performance periods. The rigor of the LTI program's relative TSR target goal also raises some concern, as the metric targets merely the median of peers without an apparent cap on payouts if absolute TSR is negative. In addition, there are significant concerns surrounding the payments and benefits provided to an NEO in connection with his retirement. Specifically, the NEO received severance pay consistent with what he would have received in connection with a qualifying termination, while receiving continued vesting of his time-vesting awards and accelerated vesting of his deferred compensation balance as if he were "retirement eligible," though the proxy did not indicate that his termination was involuntary and states no NEOs were eligible for such retirement benefits during 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 18.62 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	02/17/2021	Auto-Approved	02/17/2021	691	691
Total Shares:							691	691

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

IHS Markit Ltd.

Meeting Date: 03/11/2021	Country: Bermuda	Primary Security ID: G47567105	Meeting ID: 1499407
Record Date: 01/19/2021	Meeting Type: Special	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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 234

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: Notwithstanding some concerns about the low premium, the proposed exchange ratio is above the historical trading median and the implied transaction multiples appear to be within a reasonable range. The two companies have historically traded at similar multiples to each other and the all-stock transaction provides INFO shareholders with the opportunity to participate in the upside of the combined enterprise. While the near-term downside to non-approval appears to be insignificant, SPGI would be unlikely to raise its offer given its stock price performance since the announcement. The main aspect for shareholders to consider is the strategic merit of the deal, which appears to be sound, as the transaction would create the largest financial information provider globally, with significant scale and opportunities for growth, as well as substantial potential synergies. As such, support FOR the proposed transaction is warranted.</i>							
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. As an incentive for the CEO to remain with the company post-merger for one year as a special advisor, in addition to \$11 million in compensation, he will receive a \$40 million retention bonus. Furthermore, although vesting of performance awards will only accelerate upon a qualifying termination, these were amended to pay out above target, with all of the CEO's performance equity to vest at maximum.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/17/2021	Auto-Approved	02/17/2021	234	234
Total Shares:							234	234

MAXIMUS, Inc.

Meeting Date: 03/16/2021	Country: USA	Primary Security ID: 577933104	Meeting ID: 1500050
Record Date: 01/15/2021	Meeting Type: Annual	Ticker: MMS	
Primary CUSIP: 577933104	Primary ISIN: US5779331041	Primary SEDOL: 2018669	Proxy Level: 3
	Shares Voted: 1,844	Votable Shares: 1,844	*Shares on Loan: 0
Total Ballots: 1	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 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>							

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

MAXIMUS, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Jan D. Madsen	Mgmt	Yes	For	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 L. Caswell	Mgmt	Yes	For	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 A. Montoni	Mgmt	Yes	For	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 Raymond B. Ruddy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.74 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 disclosure of the company's direct and indirect lobbying expenditures and decision-making process, along with its public policy priorities and trade association payments, would allow shareholders to 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	03/02/2021	Auto-Approved	03/02/2021	1,844	1,844
Total Shares:							1,844	1,844

QEP Resources, Inc.

Meeting Date: 03/16/2021	Country: USA	Primary Security ID: 74733V100	Meeting ID: 1503088
Record Date: 02/05/2021	Meeting Type: Special	Ticker: QEP	
Primary CUSIP: 74733V100	Primary ISIN: US74733V1008	Primary SEDOL: B60X657	Proxy Level: 5

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

QEP Resources, Inc.

Shares Voted: 5,726 **Votable Shares:** 5,726 ***Shares on Loan:** 0 **Shares Instructed:** 5,726
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: In consideration of the 1) credible strategic rationale and multiple levers for value creation, 2) substantial premium relative to a) recent QEP share prices and b) premia paid in recent similar transactions, and 3) sale process that included outreach to potential strategic partners and unsolicited inbound transaction proposals, and despite the changes in corporate governance which may increase QEP shareholders' governance risk, support FOR this transaction is warranted.</i>							
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The board seeks shareholder approval to be acquired by Diamondback Energy (FANG). Under the terms of the agreement, QEP shareholders will receive 0.05 FANG shares per QEP share, which was valued at approximately \$2.29 per share and \$556.0 million in aggregate, at announcement. In consideration of the 1) credible strategic rationale and multiple levers for value creation, 2) substantial premium relative to a) recent QEP share prices and b) premia paid in recent similar transactions, and 3) sale process that included outreach to potential strategic partners and unsolicited inbound transaction proposals, and despite the changes in corporate governance which may increase QEP shareholders' governance risk, support for this transaction is warranted. Support for the golden parachute proposal is warranted. While NEOs received single-trigger transaction bonuses, cash severance is double trigger and reasonably based, no excise tax gross-ups are payable, and all outstanding equity will only vest upon a qualifying termination.</i>							
3	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	03/02/2021	Auto-Approved	03/02/2021	5,726	5,726
Total Shares:							5,726	5,726

Agilent Technologies, Inc.

Meeting Date: 03/17/2021 **Country:** USA **Primary Security ID:** 00846U101 **Meeting ID:** 1501495
Record Date: 01/19/2021 **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 **Shares Instructed:** 238
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mala 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1.2	Elect Director Koh Boon Hwee	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 R. McMullen	Mgmt	Yes	For	For	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 Daniel K. Podolsky	Mgmt	Yes	For	For	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. Annual and long-term incentives are primarily performance-based, and the equity award performance is measured over a multi-year period.</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	02/22/2021	Auto-Approved	02/22/2021	238	238
Total Shares:							238	238

Starbucks Corporation

Meeting Date: 03/17/2021	Country: USA	Primary Security ID: 855244109	Meeting ID: 1499282
Record Date: 01/08/2021	Meeting Type: Annual	Ticker: SBUX	
Primary CUSIP: 855244109	Primary ISIN: US8552441094	Primary SEDOL: 2842255	Proxy Level: 4
Total Ballots: 1	Shares Voted: 409	Votable Shares: 409	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 409

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 *Withdrawn Resolution*	Mgmt	No				
<i>Voting Policy Rationale: Withdrawn resolution</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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	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 stated rationale for the CEO's special performance-cash award is insufficient considering the exceedingly large target and maximum opportunities under the award and the fact that this is the second consecutive year CEO Johnson has been granted a special performance award.</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 1.83 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Starbucks 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	02/23/2021	Auto-Approved	02/23/2021	409	409
Total Shares:							409	409

Arrowhead Pharmaceuticals, Inc.

Meeting Date: 03/18/2021 Country: USA Primary Security ID: 04280A100 Meeting ID: 1500118
 Record Date: 01/25/2021 Meeting Type: Annual Ticker: ARWR

Primary CUSIP: 04280A100 Primary ISIN: US04280A1007 Primary SEDOL: BYQBFJ8 Proxy Level: 3

Shares Voted: 2,245 Votable Shares: 2,245 *Shares on Loan: 0 Shares Instructed: 2,245

Total Ballots: 1

Voting Policy: UUA

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	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.2	Elect Director Marianne De Backer	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.3	Elect Director Mauro Ferrari	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.4	Elect Director Douglass Given	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.5	Elect Director Oye Olukotun	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.6	Elect Director Michael S. Perry	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.							
1.7	Elect Director William Waddill	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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. Concerns regarding the high magnitude of the CEO's equity awards are not mitigated by their performance criteria or the company's strong TSR performance. There are also additional concerns regarding the magnitude and structure of non-CEO equity awards, as specific disclosure surrounding sizable grant determinations is lacking and the awards are entirely time-based. Further, the CEO's base salary is relatively high, and the disclosure on bonus payout determination is somewhat lacking with no disclosure of individual performance considerations or a payout cap. Additional concerns are identified regarding enhanced benefits provided to former COO Given in connection with his retirement and transition to an advisor. Specifically, the company extended the term of his vested options and provided him with continued vesting of his RSUs, which is particularly concerning given that he received RSUs with a value nearly double the median total CEO pay at company-selected peers for FY20. The provision of enhanced benefits upon retirement is considered a problematic pay practice, and the proxy does not disclose the specific rationale for providing him with such enhanced benefits, nor does it explain how such benefits serve shareholder interests.</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 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	03/02/2021	Auto-Approved	03/02/2021	2,245	2,245
Total Shares:							2,245	2,245

TransDigm Group Incorporated

Meeting Date: 03/18/2021	Country: USA	Primary Security ID: 893641100	Meeting ID: 1502103
Record Date: 01/27/2021	Meeting Type: Annual	Ticker: TDG	
Primary CUSIP: 893641100	Primary ISIN: US8936411003	Primary SEDOL: B11FJK3	Proxy Level: 3
	Shares Voted: 192	Votable Shares: 192	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 192	

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
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Mervin Dunn	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy, and Robert Small due to consecutive years of high director pay without a reasonable rationale disclosed.</i>							

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TransDigm Group Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Michael S. Graff	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy, and Robert Small due to consecutive years of high director pay without a reasonable rationale disclosed.</i>						
1.4	Elect Director Sean P. Hennessy	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy, and Robert Small due to consecutive years of high director pay without a reasonable rationale disclosed.</i>						
1.5	Elect Director W. Nicholas Howley	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Raymond F. Laubenthal	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Gary E. McCullough	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Michele Santana	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Robert J. Small	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy, and Robert Small due to consecutive years of high director pay without a reasonable rationale disclosed.</i>						
1.10	Elect Director John Staer	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director Kevin Stein	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	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the compensation committee addressed the prior year's low vote result and committed to some position changes to the pay programs, the committee failed to address the majority of investor feedback, resulting in only limited responsiveness. Further, the compensation committee allowed the performance options of multiple executives to vest despite nonattainment of annual goals, which undermines the linkage between pay and performance. Furthermore, even while excluding the dividend equivalents paid to each executive, concerns persist regarding the pay magnitude of the executive chairman, which remains above both the CEO as well as the company's peer median CEO. Finally, while some positive changes were instituted for future years, including the elimination of one of the retesting features in the stock option program, performance options still have multiple opportunities to vest within the design of the program if the initial performance targets are not met.</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 12.54 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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TransDigm Group Incorporated

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	02/26/2021	Auto-Approved	02/26/2021	192	192
Total Shares:							192	192

HEICO Corporation

Meeting Date: 03/19/2021 Country: USA Primary Security ID: 422806109 Meeting ID: 1502102
 Record Date: 01/22/2021 Meeting Type: Annual Ticker: HEI

Primary CUSIP: 422806109 Primary ISIN: US4228061093 Primary SEDOL: 2419217 Proxy Level: 3

Shares Voted: 577 Votable Shares: 577 *Shares on Loan: 0 Shares Instructed: 577

Total Ballots: 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 M. Culligan	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.2	Elect Director Adolfo Henriques	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.3	Elect Director Mark H. Hildebrandt	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.4	Elect Director Eric A. Mendelson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.5	Elect Director Laurans A. Mendelson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.6	Elect Director Victor H. Mendelson	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.7	Elect Director Julie Neitzel	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.8	Elect Director Alan Schriesheim	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.9	Elect Director Frank J. Schwitter	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						

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HEICO Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are aligned for the year in review. Although concerns are noted, the company's annual incentives are entirely performance-based, as highlighted by forfeited awards due to underperformance of goals for the year.</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 5.33 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	03/02/2021	Auto-Approved	03/02/2021	577	577
Total Shares:							577	577

Agiros Pharmaceuticals, Inc.

Meeting Date: 03/25/2021	Country: USA	Primary Security ID: 00847X104	Meeting ID: 1503312
Record Date: 02/08/2021	Meeting Type: Special	Ticker: AGIO	
Primary CUSIP: 00847X104	Primary ISIN: US00847X1046	Primary SEDOL: BCBVTX1	Proxy Level: 5
Shares Voted: 78		Votable Shares: 78	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 78

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Approve Sale of Company Assets	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: The divestiture of the oncology business and focus on genetically defined disease products makes strategic sense, and the company's shares have performed strongly since announcement, far outpacing relevant indices, indicating broad investor support for the transaction. Therefore, support FOR the asset sale 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	03/11/2021	Auto-Approved	03/11/2021	78	78
Total Shares:								78	78

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

Credicorp Ltd.

Meeting Date: 03/31/2021	Country: Bermuda	Primary Security ID: G2519Y108	Meeting ID: 1500316
Record Date: 02/10/2021	Meeting Type: Annual	Ticker: BAP	
Primary CUSIP: G2519Y108	Primary ISIN: BMG2519Y1084	Primary SEDOL: 2232878	Proxy Level: N/A
	Shares Voted: 40	Votable Shares: 40	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 40

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Present 2020 Annual Report	Mgmt	No				
	<i>Voting Policy Rationale: These are non-voting items.</i>						
2	Present Audited Consolidated Financial Statements of Credicorp and its Subsidiaries for FY 2020, Including External Auditors' Report	Mgmt	No				
	<i>Voting Policy Rationale: These are non-voting items.</i>						
3	Ratify PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because:- There are no known concerns over the company's relationship with its external auditor; and- The company's most recent auditor opinion is unqualified.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/15/2021	Auto-Approved	03/15/2021	40	40
Total Shares:							40	40

Ciena Corporation

Meeting Date: 04/01/2021	Country: USA	Primary Security ID: 171779309	Meeting ID: 1504803
Record Date: 02/04/2021	Meeting Type: Annual	Ticker: CIEN	
Primary CUSIP: 171779309	Primary ISIN: US1717793095	Primary SEDOL: B1FLZ21	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 Hassan M. Ahmed	Mgmt	Yes	For	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 Bruce L. Claflin	Mgmt	Yes	For	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

Ciena Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director T. Michael Nevens	Mgmt	Yes	For	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 Patrick T. Gallagher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- There is a cap placed on employee contributions;- 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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.15 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 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	03/05/2021	Auto-Approved	03/05/2021	419	419
Total Shares:							419	419

Broadcom Inc.

Meeting Date: 04/05/2021	Country: USA	Primary Security ID: 11135F101	Meeting ID: 1505439
Record Date: 02/08/2021	Meeting Type: Annual	Ticker: AVGO	
Primary CUSIP: 11135F101	Primary ISIN: US11135F1012	Primary SEDOL: BDZ78H9	Proxy Level: 3
Shares Voted: 58		Votable Shares: 58	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 58	
Voting Policy: UUA			

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

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Broadcom Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Raul J. 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>							
1d	Elect Director Eddy W. Hartenstein	Mgmt	Yes	For	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 Check Kian Low	Mgmt	Yes	For	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 Justine F. 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>							
1g	Elect Director Henry Samueli	Mgmt	Yes	For	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 Hock E. 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>							
1i	Elect Director Harry L. You	Mgmt	Yes	For	For	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 13.68 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 cost is excessive- The three-year average burn rate is excessive- The plan permits liberal recycling of shares</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. While short-term incentives are predominantly based on pre-set financial goals, some concern exists regarding the discretion applied in determining payouts based on an individual performance multiplier. After multi-year equity grants to both the CEO (in 2017) and the other NEOs (in 2019), no equity was granted in FY20. Continued close monitoring of pay decisions is warranted, however, regarding future multi-year equity 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	03/12/2021	Auto-Approved	03/12/2021	58	58
Total Shares:							58	58

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 Institution Account(s): All Institution Accounts

Lennar Corporation

Meeting Date: 04/07/2021	Country: USA	Primary Security ID: 526057104	Meeting ID: 1507956
Record Date: 02/16/2021	Meeting Type: Annual	Ticker: LEN	
Primary CUSIP: 526057104	Primary ISIN: US5260571048	Primary SEDOL: 2511920	Proxy Level: 3
	Shares Voted: 593	Votable Shares: 593	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 593

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy Banse	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 Rick Beckwitt	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Steven L. Gerard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Tig Gilliam	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director Sherrill W. Hudson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Jonathan M. Jaffe	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Sidney Lapidus	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director Teri P. McClure	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Stuart Miller	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director Armando Olivera	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 Jeffrey Sonnenfeld	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. Despite several NEOs receiving pay levels comparable to the CEO, the majority of pay remains based on objective financial performance metrics.</i>						

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Lennar Corporation

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 12.42 percent of the fees paid to the auditor are for non-audit purposes.									
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR the proposal is warranted, as shareholders would benefit from a one-vote, one-share capital structure in which voting interests are better aligned with economic interests.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	03/16/2021	Auto-Approved	03/16/2021	593	593
Total Shares:								593	593

Schlumberger N.V.

Meeting Date: 04/07/2021	Country: Curacao	Primary Security ID: 806857108	Meeting ID: 1507102
Record Date: 02/17/2021	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
1.1	Elect Director Patrick de La Chevardiere	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Miguel M. Galuccio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Olivier Le Peuch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Tatiana A. Mitrova	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Maria Moræus Hanssen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Mark G. Papa	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Schlumberger N.V.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Henri Seydoux	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Jeff W. Sheets	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company's practice of above-median benchmarking should continue to be monitored, reported CEO pay declined substantially year-over-year, as the CEO did not receive an equity grant in 2020. Above-target annual incentive payouts were made following mid-year changes to the metrics in response to COVID-19; however, the committee did not make adjustments to mid-cycle nor vesting equity awards. Further, long-term incentives were entirely performance based and the committee increased the target required to earn the 2020 FCF conversion PSUs.</i>							
3	Adopt and Approve Financials and Dividends	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: In the absence of any concerns over the company's financial statements, a vote FOR this proposal is warranted.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: 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>							
5	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>							
6	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>							
7	Amend Non-Employee Director Restricted Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The shareholder value transfer appears to be within a reasonable range;- The plan does not allow for repricing of stock options without prior shareholder approval; and- The equity burn rate is reasonable.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/06/2021	Auto-Approved	04/06/2021	1,569	1,569
Total Shares:							1,569	1,569

*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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Goodyear Tire & Rubber Company

Meeting Date: 04/12/2021	Country: USA	Primary Security ID: 382550101	Meeting ID: 1514226
Record Date: 02/16/2021	Meeting Type: Annual	Ticker: GT	
Primary CUSIP: 382550101	Primary ISIN: US3825501014	Primary SEDOL: 2378200	Proxy Level: 3
	Shares Voted: 529	Votable Shares: 529	*Shares on Loan: 0
Total Ballots: 2	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
	<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 Karla R. 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>						
1g	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>						
1h	Elect Director John E. McGlade	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director 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>						
1j	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>						
1k	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>						
1l	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>						
1m	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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. Pay-for-performance concerns are mitigated at this time as the company lowered payout opportunities under both incentive programs following the shortening of the performance period to the first half of the year for the STIP and the setting of lower goals for the 2020 LTIP. Further, long-term incentives are largely performance-conditioned, including the performance cash program. However, shareholders should continue to monitor the company's long-term incentive program, particularly given the magnitude of the CEO's LTI awards, as the company shifted to setting goals for long-term incentives on an annual basis instead of at the grant date.</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 6.82 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/05/2021	Auto-Approved	04/05/2021	374	374
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/05/2021	Auto-Approved	04/05/2021	155	155
Total Shares:							529	529

A. O. Smith Corporation

Meeting Date: 04/13/2021	Country: USA	Primary Security ID: 831865209	Meeting ID: 1511442
Record Date: 02/16/2021	Meeting Type: Annual	Ticker: AOS	
Primary CUSIP: 831865209	Primary ISIN: US8318652091	Primary SEDOL: 2816023	Proxy Level: 3
Shares Voted: 385		Votable Shares: 385	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 385

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald D. Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Ilham Kadri	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

A. O. Smith Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1.3	Elect Director Idelle K. Wolf	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
1.4	Elect Director Gene C. Wulf	Mgmt	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 for performance are reasonably aligned at this time. Although some legacy concerns are identified, the pay programs are sufficiently performance-based.								
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 3.02 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	03/16/2021	Auto-Approved	03/16/2021	385	385
Total Shares:							385	385

Fifth Third Bancorp

Meeting Date: 04/13/2021	Country: USA	Primary Security ID: 316773100	Meeting ID: 1510468
Record Date: 02/19/2021	Meeting Type: Annual	Ticker: FITB	
Primary CUSIP: 316773100	Primary ISIN: US3167731005	Primary SEDOL: 2336747	Proxy Level: 3
Total Ballots: 1	Shares Voted: 421	Votable Shares: 421	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 421

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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>							
1b	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>							
1c	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>							
1d	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1e	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>						
1f	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>						
1g	Elect Director Linda W. Clement-Holmes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	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>						
1i	Elect Director Mitchell S. Feiger	Mgmt	Yes	For	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 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>						
1k	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>						
1l	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>						
1m	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>						
1n	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>						
1o	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 1.78 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, with caution. Sizable adjustments were made to annual incentive metric achievements, which resulted in above-target payouts. While the impact of the Covid-19 pandemic is among many items excluded, the company does not provide a detailed reconciliation of each adjustment, thus preventing a full assessment by shareholders. That being said, annual incentive award funding is based entirely on pre-set objective measures and equity grants are now half performance based. Additionally, the company made no changes to in-flight performance equity awards, nor to closing cycle payouts, and overall pay and performance remain reasonably aligned. These elements serve to counterbalance and sufficiently mitigate concerns regarding the annual incentive adjustments.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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	
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.								
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	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.								
7	Eliminate Cumulative Voting	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: The company has put significant safeguards in place to offset the lack of cumulative voting, including an annually elected board, majority vote standard for director elections (with a plurality carve-out and a resignation policy) and a proxy access bylaw provision. Therefore, a vote FOR this proposal is warranted.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructr Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/25/2021	Auto-Approved	03/25/2021	421	421
Total Shares:							421	421

The Bank of New York Mellon Corporation

Meeting Date: 04/13/2021	Country: USA	Primary Security ID: 064058100	Meeting ID: 1510275
Record Date: 02/16/2021	Meeting Type: Annual	Ticker: BK	
Primary CUSIP: 064058100	Primary ISIN: US0640581007	Primary SEDOL: B1Z77F6	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,000	Votable Shares: 2,000	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,000

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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1d	Elect Director M. Amy Gilliland	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director K. Guru Gowrappan	Mgmt	Yes	For	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 Ralph Izzo	Mgmt	Yes	For	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 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>						
1i	Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director 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>						
1k	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>						
1l	Elect Director Alfred W. "Al" 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, but with caution. The proxy does not disclose the magnitude of certain adjustments made to performance results for determining closing-cycle PSUs, which inhibits investors' ability to assess the extent to which such adjustments affected pay outcomes. There is also some concern surrounding the considerable room for committee discretion in determining total incentive pay outcomes, as the program includes a qualitative, individual modifier with significant upside potential. While these concerns warrant close continued monitoring, there are mitigating factors for the year in review. The closing-cycle PSUs were earned below target, and long-term incentives are delivered largely as performance-conditioned equity with forward-looking performance targets clearly disclosed. Further, the application of discretion has not resulted in a quantitative pay-for-performance misalignment 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 only 5.96 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. A reduction in the ownership threshold required to request a record date to initiate written consent would provide for a more meaningful written consent right for shareholders.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Bank of New York Mellon 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	03/23/2021	Auto-Approved	03/23/2021	2,000	2,000
Total Shares:							2,000	2,000

Celanese Corporation

Meeting Date: 04/15/2021 Country: USA Primary Security ID: 150870103 Meeting ID: 1512083
 Record Date: 02/18/2021 Meeting Type: Annual Ticker: CE

Primary CUSIP: 150870103 Primary ISIN: US1508701034 Primary SEDOL: B05MZT4 Proxy Level: 3

Shares Voted: 434 Votable Shares: 434 *Shares on Loan: 0 Shares Instructed: 434
 Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean S. Blackwell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director William M. 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 Edward G. Galante	Mgmt	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 Kathryn M. Hill	Mgmt	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 F. Hoffmeister	Mgmt	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 Jay V. Ihlenfeld	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Deborah J. Kissire	Mgmt	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 Kim K. W. Rucker	Mgmt	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 Lori J. Rykerkerk	Mgmt	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 John K. Wulff	Mgmt	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Celanese Corporation

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 15.57 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. While the committee applied its discretion to the annual incentive payouts, the rationale and the magnitude of the adjustment is reasonable.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	03/18/2021	Auto-Approved	03/18/2021	434	434
Total Shares:								434	434

Dow Inc.

Meeting Date: 04/15/2021	Country: USA	Primary Security ID: 260557103	Meeting ID: 1512260
Record Date: 02/22/2021	Meeting Type: Annual	Ticker: DOW	
Primary CUSIP: 260557103	Primary ISIN: US2605571031	Primary SEDOL: BHXC84	Proxy Level: 3
	Shares Voted: 1,005	Votable Shares: 1,005	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 1,005

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Gaurdie 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 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>							
1d	Elect Director Richard K. 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 Debra L. Dial	Mgmt	Yes	For	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 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>							

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Dow Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Jim Fitterling	Mgmt	Yes	For	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 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>							
1i	Elect Director Luis A. 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>							
1j	Elect Director Jill S. Wyant	Mgmt	Yes	For	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 W. 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 as CEO pay and company performance are reasonably aligned at this time. The company continues to base the majority of pay on objective financial performance and the COVID related adjustments made to the 2020 equity awards are clearly disclosed.</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	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 432 of the Internal Revenue Code.</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 7.87 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	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	03/19/2021	Auto-Approved	03/19/2021	948	948
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/19/2021	Auto-Approved	03/19/2021	57	57
Total Shares:							1,005	1,005

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

Marvell Technology Group Ltd.

Meeting Date: 04/15/2021	Country: Bermuda	Primary Security ID: G5876H105	Meeting ID: 1515059
Record Date: 02/25/2021	Meeting Type: Special	Ticker: MRVL	
Primary CUSIP: G5876H105	Primary ISIN: BMG5876H1051	Primary SEDOL: 2594653	Proxy Level: N/A
	Shares Voted: 727	Votable Shares: 727	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 727

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Reduce Supermajority Vote Requirement to Approve Merger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it is consistent with best practices in corporate governance and it would enhance the likelihood that the underlying transaction passes.</i>							
2	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Despite historically outperforming peers, MRVL has trailed the industry index since announcement. This is concerning because the offer implies a healthy valuation and represents a premium to the target's all-time high closing price. However, the underperformance appears to be attributable to considerations unrelated to the fundamentals of the transaction, and the strategic rationale is logical and compelling (and the leadership team has a proven track record of delivering). MRVL has also participated in the overall market uplift since announcement and there has been no public shareholder opposition to the deal (despite the history of activism in the stock). On balance, a vote FOR this proposal is therefore warranted.</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 proposals 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	03/30/2021	Auto-Approved	03/30/2021	727	727
Total Shares:							727	727

Owens Corning

Meeting Date: 04/15/2021	Country: USA	Primary Security ID: 690742101	Meeting ID: 1515108
Record Date: 02/16/2021	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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 106

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>							

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Owens Corning

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 Alfred E. Festa	Mgmt	Yes	For	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 F. Loneragan	Mgmt	Yes	For	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 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>						
1g	Elect Director Paul E. 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 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 2.95 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: Although some concerns are noted regarding single-trigger equity vesting acceleration, support for this proposal is warranted as pay and performance are reasonably aligned at this time. Payouts under both the annual and long-term incentive program are commensurate with financial results and company performance, and a majority of the CEO's LTI is performance-conditioned.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/24/2021	Auto-Approved	03/24/2021	106	106
Total Shares:							106	106

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

PPG Industries, Inc.

Meeting Date: 04/15/2021	Country: USA	Primary Security ID: 693506107	Meeting ID: 1511629
Record Date: 02/19/2021	Meeting Type: Annual	Ticker: PPG	
Primary CUSIP: 693506107	Primary ISIN: US6935061076	Primary SEDOL: 2698470	Proxy Level: 3
	Shares Voted: 416	Votable Shares: 416	*Shares on Loan: 0
Total Ballots: 1	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 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>						
1.2	Elect Director Michael W. Lamach	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Michael T. 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>						
1.4	Elect Director Guillermo Novo	Mgmt	Yes	For	For	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 Martin H. Richenhagen	Mgmt	Yes	For	For	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 Catherine R. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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. Long-term incentives are primarily performance based, with disclosed forward-looking targets. Although FY20 annual incentives were discretionarily increased in light of COVID and other factors, the resulting target-level payout was not excessive and the program remains majority based on objective performance. Continued monitoring of long-term goal rigor is warranted, as the target goal for TSR shares was decreased to the median of the comparator group, with no apparent cap on vesting in the event of negative shareholder returns. Nevertheless, pay and performance are reasonably aligned for the year in review</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	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights and would pave the way to repeal the classified board structure.</i>						
5	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.24 percent of the fees paid to the auditor are for non-audit purposes.</i>						
6	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>						

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PPG Industries, Inc.

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/24/2021	Auto-Approved	03/24/2021	416	416
Total Shares:							416	416

Adobe Inc.

Meeting Date: 04/20/2021	Country: USA	Primary Security ID: 00724F101	Meeting ID: 1512258
Record Date: 02/22/2021	Meeting Type: Annual	Ticker: ADBE	
Primary CUSIP: 00724F101	Primary ISIN: US00724F1012	Primary SEDOL: 2008154	Proxy Level: 3
	Shares Voted: 1,490	Votable Shares: 1,490	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,490	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy Banse	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 Melanie Boulden	Mgmt	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 Frank Calderoni	Mgmt	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 Daley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Laura Desmond	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Shantanu Narayen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Kathleen Oberg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Dheeraj Pandey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director David Ricks	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Adobe Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Daniel 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 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 Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.63 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. Concerns remain regarding lack of disclosed specific annual incentive targets and performance equity awards that target the median percentile of the comparable index. However, both the short- and long-term incentive plans are primarily performance-driven and mid-year adjustments to lowered annual incentive thresholds do not cause a pay for pay misalignment.</i>							

Ballot Details

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	03/24/2021	Auto-Approved	03/24/2021	1,490	1,490
Total Shares:							1,490	1,490

American Electric Power Company, Inc.

Meeting Date: 04/20/2021	Country: USA	Primary Security ID: 025537101	Meeting ID: 1514167
Record Date: 02/22/2021	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	Shares Instructed: 113
Total Ballots: 1	Voting Policy: UUA		

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

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American Electric Power Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director J. Bernie 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 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>						
1.5	Elect Director Linda A. Goodspeed	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Thomas E. Hoaglin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Sandra Beach Lin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Margaret M. McCarthy	Mgmt	Yes	For	For	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 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>						
1.10	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>						
1.11	Elect Director Daryl 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>						
1.12	Elect Director Sara Martinez Tucker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: 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 at this time. The majority of pay remains conditioned on objective performance metrics with clearly disclosed goals under both the annual and long-term incentive plans.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/18/2021	Auto-Approved	03/21/2021	113	113
Total Shares:							113	113

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 Institution Account(s): All Institution Accounts

American Electric Power Company, Inc.

Bank of America Corporation

Meeting Date: 04/20/2021	Country: USA	Primary Security ID: 060505104	Meeting ID: 1512890
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: BAC	
Primary CUSIP: 060505104	Primary ISIN: US0605051046	Primary SEDOL: 2295677	Proxy Level: 4
	Shares Voted: 16,912	Votable Shares: 16,912	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 16,912

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 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>						
1d	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>						
1e	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>						
1f	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>						
1g	Elect Director Monica C. Lozano	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
1i	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>						
1j	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Denise L. Ramos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director 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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 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
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>						
1n	Elect Director Thomas D. Woods	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1o	Elect Director R. David Yost	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1p	Elect Director Maria T. Zuber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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. Although guided by a performance assessment scorecard, each NEO's incentive pay is ultimately determined discretionally, raising some concern. Further, there are several financial factors highlighted in the CEO's scorecard differing from the financial factors highlighted in the prior year's scorecard, with no clearly disclosed 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. Further, the year-over-year reduction in both short- and long-term incentive pay for each NEO is directionally aligned with the company performance. Finally, the majority of the CEO's long-term equity incentives, which make up the bulk of CEO pay, are based on clearly disclosed, multi-year goals with no upside potential. Shareholder monitoring is warranted with respect to 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 8.00 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 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	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	Approve Change in Organizational Form	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as would further strengthen the company's commitment to the environmental and social goals of the Business Roundtable statement on the purpose of a corporation, where corporations endeavor to benefit all stakeholders, including customers, employees, suppliers, communities and shareholders.</i>						
8	Request on Racial Equity Audit	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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	04/05/2021	Auto-Approved	04/05/2021	16,632	16,632
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/05/2021	Auto-Approved	04/05/2021	280	280
Total Shares:							16,912	16,912

Carnival Corporation

Meeting Date: 04/20/2021	Country: Panama	Primary Security ID: 143658300	Meeting ID: 1514945
Record Date: 02/19/2021	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
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	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 Jeffrey J. Gearhart 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: 07/01/2020 to 06/30/2021
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Carnival Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	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>							
8	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>							
9	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>							
10	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>							
11	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>							
12	Re-elect Randall J. Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Existing incentive plans were not adjusted as a result of the pause in guest operations, and therefore, outcomes were commensurate with company performance. Further, the special equity awards granted during the year were broad-based and meant to address a sudden change in priorities.</i>							
14	Approve Directors' Remuneration Report (in accordance with legal requirements applicable to UK companies)	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. 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.</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: 07/01/2020 to 06/30/2021
 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, 2020 (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	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	03/31/2021	Auto-Approved	03/31/2021	100	100
Total Shares:							100	100

M&T Bank Corporation

Meeting Date: 04/20/2021	Country: USA	Primary Security ID: 55261F104	Meeting ID: 1512755
Record Date: 02/25/2021	Meeting Type: Annual	Ticker: MTB	
Primary CUSIP: 55261F104	Primary ISIN: US55261F1049	Primary SEDOL: 2340168	Proxy Level: 3
Shares Voted: 300		Votable Shares: 300	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 300

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	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: 07/01/2020 to 06/30/2021
 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
1.2	Elect Director Robert T. 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>						
1.3	Elect Director Calvin G. Butler, 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 T. Jefferson Cunningham, 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 Gary N. Geisel	Mgmt	Yes	For	For	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 Leslie V. Godridge	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Richard S. 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>						
1.8	Elect Director Richard A. Grossi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Rene F. Jones	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Richard H. Ledgett, 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 Newton P.S. Merrill	Mgmt	Yes	For	For	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 Kevin J. Pearson	Mgmt	Yes	For	For	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 Melinda R. Rich	Mgmt	Yes	For	For	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 Robert E. Sadler, 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>						
1.15	Elect Director Denis J. Salamone	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.16	Elect Director John R. Scannell	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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M&T Bank Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.17	Elect Director David S. Scharfstein	Mgmt	Yes	For	For	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 Rudina Seseri	Mgmt	Yes	For	For	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 Herbert 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: 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>							
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 2.31 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	03/19/2021	Auto-Approved	03/21/2021	300	300
Total Shares:							300	300

Northern Trust Corporation

Meeting Date: 04/20/2021	Country: USA	Primary Security ID: 665859104	Meeting ID: 1513551
Record Date: 02/22/2021	Meeting Type: Annual	Ticker: NTRS	
Primary CUSIP: 665859104	Primary ISIN: US6658591044	Primary SEDOL: 2648668	Proxy Level: 3
	Shares Voted: 870	Votable Shares: 870	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 870	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Walker Bynoe	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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>							

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 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
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 9.59 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	03/29/2021	Auto-Approved	03/29/2021	818	818
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/29/2021	Auto-Approved	03/29/2021	52	52
Total Shares:							870	870

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Northern Trust Corporation

Pinnacle Financial Partners, Inc.

Meeting Date: 04/20/2021	Country: USA	Primary Security ID: 72346Q104	Meeting ID: 1515057
Record Date: 02/22/2021	Meeting Type: Annual	Ticker: PNFP	
Primary CUSIP: 72346Q104	Primary ISIN: US72346Q1040	Primary SEDOL: 2675097	Proxy Level: 3
	Shares Voted: 4,515	Votable Shares: 4,515	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,515

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Abney S. Boxley, III	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 Gregory L. Burns	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director Thomas C. Farnsworth, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director David B. Ingram	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Decosta E. Jenkins	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director G. Kennedy Thompson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Charles E. Brock	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Richard D. Callicutt, II	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Joseph C. Galante	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director Robert A. McCabe, Jr.	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>						
1.11	Elect Director Reese L. Smith, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.12	Elect Director M. Terry Turner	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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Pinnacle Financial Partners, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Renda J. Burkhart	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.14	Elect Director Marty G. Dickens	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.15	Elect Director Glenda Baskin Glover	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.16	Elect Director Ronald L. Samuels	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify Crowe LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 19.85 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. The company adjusted performance metrics for its short-term incentive plan in the middle of the performance period. However, STI payouts were made below the original target and discretionary bonuses appear to be modest. Shareholders should continue to monitor the company's executive compensation program, given the mid-cycle changes in metrics under both STI and LTI programs.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	03/23/2021	Auto-Approved	03/23/2021	4,515	4,515
Total Shares:							4,515	4,515

The Coca-Cola Company

Meeting Date: 04/20/2021	Country: USA	Primary Security ID: 191216100	Meeting ID: 1511540
Record Date: 02/19/2021	Meeting Type: Annual	Ticker: KO	
Primary CUSIP: 191216100	Primary ISIN: US1912161007	Primary SEDOL: 2206657	Proxy Level: 3
	Shares Voted: 2,245	Votable Shares: 2,245	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,245	

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

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Reporting Period: 07/01/2020 to 06/30/2021
 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
<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	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 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	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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. Annual incentives were not modified due to the COVID-19 pandemic's negative effects. Instead, below-target, one-time bonuses were paid out to executives. Moreover, long-term incentives consist of a majority of performance-driven equity and are measured over a multi-year period.</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 16.97 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Report on Sugar and Public Health	SH	Yes	Against	Against	For	For		
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.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	03/25/2021	Auto-Approved	03/25/2021	2,245	2,245
Total Shares:								2,245	2,245

U.S. Bancorp

Meeting Date: 04/20/2021	Country: USA	Primary Security ID: 902973304	Meeting ID: 1513535
Record Date: 02/23/2021	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>							
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 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>							
1e	Elect Director Kimberly N. Ellison-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>							
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>							

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 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
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	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 8.56 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. While some concerns are noted regarding partial goal disclosure in the STI program and the effective use of annual performance measurement periods and goal rigor in the LTI program, CEO pay and company performance are reasonably aligned for the year in review and incentive programs are primarily based on pre-set financial goals. Moreover, in contrast to other large U.S. financial institutions, the impact of committee discretion under the pay programs is minimal.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/31/2021	Auto-Approved	03/31/2021	2,067	2,067
Total Shares:							2,067	2,067

Whirlpool Corporation

Meeting Date: 04/20/2021	Country: USA	Primary Security ID: 963320106	Meeting ID: 1512279
Record Date: 02/22/2021	Meeting Type: Annual	Ticker: WHR	
Primary CUSIP: 963320106	Primary ISIN: US9633201069	Primary SEDOL: 2960384	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Whirlpool Corporation

Total Ballots: 1		Shares Voted: 100	Votable Shares: 100		*Shares on Loan: 0	Shares Instructed: 100	
		Voting Policy: UUA					
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Marc R. Bitzer	Mgmt	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 Greg Creed	Mgmt	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 Gary T. DiCamillo	Mgmt	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 Diane M. Dietz	Mgmt	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 Gerri T. Elliott	Mgmt	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 Jennifer A. LaClair	Mgmt	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 John D. Liu	Mgmt	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 James M. Loree	Mgmt	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 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.						
1k	Elect Director Patricia K. Poppe	Mgmt	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 Larry O. Spencer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Michael D. White	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: While performance equity goals are not forwardly disclosed, they are provided retrospectively, and overall annual and long-term incentives are primarily performance-based with objective metrics. Given that pay and performance appear to be reasonably aligned, a vote FOR this proposal is warranted.</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 15.00 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	03/24/2021	Auto-Approved	03/24/2021	100	100
Total Shares:							100	100

Regions Financial Corporation

Meeting Date: 04/21/2021	Country: USA	Primary Security ID: 7591EP100	Meeting ID: 1512247
Record Date: 02/22/2021	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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 768

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	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 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>							

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 Location(s): Unitarian Universalist Association
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Regions Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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>							
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 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. A quantitative pay-for-performance misalignment is driven by a significant increase in pension value, which accounts for nearly half of the reported CEO pay. Nevertheless, there are concerns regarding the relative ROATCE metric targeting only median performance and undisclosed forward-looking ROATCE goals. Further, the compensation committee made significant modifications to closing-cycle performance awards which increased earnouts from 53 to 99 percent of target. Such modifications to closing-cycle equity awards are considered problematic.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/16/2021	Auto-Approved	03/22/2021	768	768
Total Shares:							768	768

Spotify Technology SA

Meeting Date: 04/21/2021	Country: Luxembourg	Primary Security ID: L8681T102	Meeting ID: 1516160
Record Date: 02/26/2021	Meeting Type: Annual	Ticker: SPOT	
Primary CUSIP: L8681T102	Primary ISIN: LU1778762911	Primary SEDOL: BFZ1K46	Proxy Level: N/A

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

Spotify Technology SA

Shares Voted: 16 **Votable Shares:** 16 ***Shares on Loan:** 0 **Shares Instructed:** 16
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt	No				
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>						
2	Approve Allocation of Income	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted, despite the arguable meagerness of the proposed payout ratio, because of the strategic rationale for the decision.</i>						
3	Approve Discharge of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the past year.</i>						
4a	Elect Daniel Ek as A Director	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote FOR the elections of Martin Lorentzon, Shishir Samir Mehrotra, Christopher (Woody) Marshall, Barry McCarthy, Heidi O'Neill, Ted Sarandos, Thomas Owen Staggs, Cristina Mayville Stenbeck, Mona Sutphen and Padmasree Warrior and is warranted because:- The nominees are elected for a period not exceeding four years;- The candidates appear to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidatesA vote AGAINST Daniel Ek is warranted, because:- The nominee combines the functions of chairman and CEO.</i>						
4b	Elect Martin Lorentzon as A Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the elections of Martin Lorentzon, Shishir Samir Mehrotra, Christopher (Woody) Marshall, Barry McCarthy, Heidi O'Neill, Ted Sarandos, Thomas Owen Staggs, Cristina Mayville Stenbeck, Mona Sutphen and Padmasree Warrior and is warranted because:- The nominees are elected for a period not exceeding four years;- The candidates appear to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidatesA vote AGAINST Daniel Ek is warranted, because:- The nominee combines the functions of chairman and CEO.</i>						
4c	Elect Shishir Samir Mehrotra as A Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the elections of Martin Lorentzon, Shishir Samir Mehrotra, Christopher (Woody) Marshall, Barry McCarthy, Heidi O'Neill, Ted Sarandos, Thomas Owen Staggs, Cristina Mayville Stenbeck, Mona Sutphen and Padmasree Warrior and is warranted because:- The nominees are elected for a period not exceeding four years;- The candidates appear to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidatesA vote AGAINST Daniel Ek is warranted, because:- The nominee combines the functions of chairman and CEO.</i>						
4d	Elect Christopher Marshall as B Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the elections of Martin Lorentzon, Shishir Samir Mehrotra, Christopher (Woody) Marshall, Barry McCarthy, Heidi O'Neill, Ted Sarandos, Thomas Owen Staggs, Cristina Mayville Stenbeck, Mona Sutphen and Padmasree Warrior and is warranted because:- The nominees are elected for a period not exceeding four years;- The candidates appear to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidatesA vote AGAINST Daniel Ek is warranted, because:- The nominee combines the functions of chairman and CEO.</i>						
4e	Elect Barry McCarthy as B Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the elections of Martin Lorentzon, Shishir Samir Mehrotra, Christopher (Woody) Marshall, Barry McCarthy, Heidi O'Neill, Ted Sarandos, Thomas Owen Staggs, Cristina Mayville Stenbeck, Mona Sutphen and Padmasree Warrior and is warranted because:- The nominees are elected for a period not exceeding four years;- The candidates appear to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidatesA vote AGAINST Daniel Ek is warranted, because:- The nominee combines the functions of chairman and CEO.</i>						

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Spotify Technology SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4f	Elect Heidi O'Neill as B Director	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the elections of Martin Lorentzon, Shishir Samir Mehrotra, Christopher (Woody) Marshall, Barry McCarthy, Heidi O'Neill, Ted Sarandos, Thomas Owen Staggs, Cristina Mayville Stenbeck, Mona Sutphen and Padmasree Warrior and is warranted because:- The nominees are elected for a period not exceeding four years;- The candidates appear to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidatesA vote AGAINST Daniel Ek is warranted, because:- The nominee combines the functions of chairman and CEO.</i>							
4g	Elect Ted Sarandos as B Director	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the elections of Martin Lorentzon, Shishir Samir Mehrotra, Christopher (Woody) Marshall, Barry McCarthy, Heidi O'Neill, Ted Sarandos, Thomas Owen Staggs, Cristina Mayville Stenbeck, Mona Sutphen and Padmasree Warrior and is warranted because:- The nominees are elected for a period not exceeding four years;- The candidates appear to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidatesA vote AGAINST Daniel Ek is warranted, because:- The nominee combines the functions of chairman and CEO.</i>							
4h	Elect Thomas Owen Staggs as B Director	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the elections of Martin Lorentzon, Shishir Samir Mehrotra, Christopher (Woody) Marshall, Barry McCarthy, Heidi O'Neill, Ted Sarandos, Thomas Owen Staggs, Cristina Mayville Stenbeck, Mona Sutphen and Padmasree Warrior and is warranted because:- The nominees are elected for a period not exceeding four years;- The candidates appear to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidatesA vote AGAINST Daniel Ek is warranted, because:- The nominee combines the functions of chairman and CEO.</i>							
4i	Elect Cristina Mayville Stenbeck as B Director	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the elections of Martin Lorentzon, Shishir Samir Mehrotra, Christopher (Woody) Marshall, Barry McCarthy, Heidi O'Neill, Ted Sarandos, Thomas Owen Staggs, Cristina Mayville Stenbeck, Mona Sutphen and Padmasree Warrior and is warranted because:- The nominees are elected for a period not exceeding four years;- The candidates appear to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidatesA vote AGAINST Daniel Ek is warranted, because:- The nominee combines the functions of chairman and CEO.</i>							
4j	Elect Mona Sutphen as B Director	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the elections of Martin Lorentzon, Shishir Samir Mehrotra, Christopher (Woody) Marshall, Barry McCarthy, Heidi O'Neill, Ted Sarandos, Thomas Owen Staggs, Cristina Mayville Stenbeck, Mona Sutphen and Padmasree Warrior and is warranted because:- The nominees are elected for a period not exceeding four years;- The candidates appear to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidatesA vote AGAINST Daniel Ek is warranted, because:- The nominee combines the functions of chairman and CEO.</i>							
4k	Elect Padmasree Warrior as B Director	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the elections of Martin Lorentzon, Shishir Samir Mehrotra, Christopher (Woody) Marshall, Barry McCarthy, Heidi O'Neill, Ted Sarandos, Thomas Owen Staggs, Cristina Mayville Stenbeck, Mona Sutphen and Padmasree Warrior and is warranted because:- The nominees are elected for a period not exceeding four years;- The candidates appear to possess the necessary qualifications for board membership; and- There is no known controversy concerning the candidatesA vote AGAINST Daniel Ek is warranted, because:- The nominee combines the functions of chairman and CEO.</i>							
5	Appoint Ernst & Young S.A. as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>							
6	Approve Remuneration of Directors	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the board proposes to potentially ("Choice Model") introduce stock options in the remuneration of non-executive board members which is considered inappropriate.</i>							
7	Approve Share Repurchase	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Spotify Technology SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
8	Authorize Guy Harles and Alexandre Gobert to Execute and Deliver, and with Full Power of Substitution, Any Documents Necessary or Useful in Connection with the Annual Filing and Registration Required by the Luxembourg Laws	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR is warranted, as this proposal concerns a routine legal procedure and will authorize only the implementation of items approved by the shareholder meeting.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/23/2021	Auto-Approved	03/23/2021	16	16
Total Shares:							16	16

Synovus Financial Corp.

Meeting Date: 04/21/2021	Country: USA	Primary Security ID: 87161C501	Meeting ID: 1514358
Record Date: 02/18/2021	Meeting Type: Annual	Ticker: SNV	
Primary CUSIP: 87161C501	Primary ISIN: US87161C5013	Primary SEDOL: BMH4NJ8	Proxy Level: 3
Total Ballots: 1	Shares Voted: 533	Votable Shares: 533	*Shares on Loan: 0
	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 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 Kevin S. 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>							
1c	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>							
1d	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>							
1e	Elect Director Elizabeth W. Camp	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Pedro P. Cherry	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1g	Elect Director Diana M. 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 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>						
1i	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>						
1j	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>						
1k	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>						
1l	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>						
1m	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	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- the plan does not reserve any shares and is therefore not dilutive to shareholders;- the plan is broad-based; and- there are limits on employee contributions.</i>						
3	Approve Nonqualified Director Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- the plan does not reserve any shares and is therefore not dilutive to shareholders;- the plan is broad-based; and- there are limits on director contributions.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	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>						
6	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.01 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	03/29/2021	Auto-Approved	03/29/2021	533	533
Total Shares:							533	533

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Synovus Financial Corp.

The Sherwin-Williams Company

Meeting Date: 04/21/2021	Country: USA	Primary Security ID: 824348106	Meeting ID: 1514174
Record Date: 02/23/2021	Meeting Type: Annual	Ticker: SHW	
Primary CUSIP: 824348106	Primary ISIN: US8243481061	Primary SEDOL: 2804211	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 Kerrii 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>							
1b	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>							
1c	Elect Director Jeff M. Fettig	Mgmt	Yes	For	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 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>							
1e	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>							
1f	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>							
1g	Elect Director Aaron M. 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 Michael H. Thaman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director 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>							
1j	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. While the committee applied discretion to the annual incentive payouts, the rationale and the magnitude of the adjustment appear reasonable.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Sherwin-Williams Company

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 13.13 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	03/18/2021	Auto-Approved	03/22/2021	100	100
Total Shares:							100	100

UFP Industries, Inc.

Meeting Date: 04/21/2021	Country: USA	Primary Security ID: 90278Q108	Meeting ID: 1514359
Record Date: 02/24/2021	Meeting Type: Annual	Ticker: UFPI	
Primary CUSIP: 90278Q108	Primary ISIN: US90278Q1085	Primary SEDOL: BMQ60Q1	Proxy Level: 3
Shares Voted: 4,567		Votable Shares: 4,567	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 4,567

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Matthew J. Missad	Mgmt	Yes	For	For	Against	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 Thomas W. Rhodes	Mgmt	Yes	For	For	Against	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 Brian C. Walker	Mgmt	Yes	For	For	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 Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.70 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	03/24/2021	Auto-Approved	03/24/2021	4,567	4,567

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

UFP Industries, Inc.

Total Shares: 4,567 4,567

Avery Dennison Corporation

Meeting Date: 04/22/2021 **Country:** USA **Primary Security ID:** 053611109 **Meeting ID:** 1512259
Record Date: 02/22/2021 **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 **Shares Instructed:** 9

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradley A. Alford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Anthony K. Anderson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Mark J. Barrenechea	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Mitchell R. Butier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Ken C. Hicks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Andres A. Lopez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	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>						
1h	Elect Director Julia A. Stewart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Martha N. Sullivan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Target award opportunities for the CEO for both the short- and long-term incentives were reverted from those set in early FY20 to amounts set in FY19 in response to the COVID-19 pandemic. No performance targets or hurdles were changed mid-cycle due to the pandemic. As such, short- and long-term incentives remain performance-based and sufficiently linked to company performance.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
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.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	03/26/2021	Auto-Approved	03/26/2021	9	9
Total Shares:								9	9

Edison International

Meeting Date: 04/22/2021	Country: USA	Primary Security ID: 281020107	Meeting ID: 1516150
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: EIX	
Primary CUSIP: 281020107	Primary ISIN: US2810201077	Primary SEDOL: 2829515	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,176	Votable Shares: 1,176	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,176

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>							
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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 19.88 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 is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 432 of the Internal Revenue Code.</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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/18/2021	Auto-Approved	03/23/2021	1,176	1,176
Total Shares:							1,176	1,176

Humana Inc.

Meeting Date: 04/22/2021	Country: USA	Primary Security ID: 444859102	Meeting ID: 1514095
Record Date: 02/22/2021	Meeting Type: Annual	Ticker: HUM	
Primary CUSIP: 444859102	Primary ISIN: US4448591028	Primary SEDOL: 2445063	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Humana Inc.

Total Ballots: 1		Shares Voted: 99	Votable Shares: 99			*Shares on Loan: 0	Shares Instructed: 99
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kurt J. Hilzinger	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Raquel C. Bono	Mgmt	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 Bruce D. Broussard	Mgmt	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 Frank A. D'Amelio	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Wayne A. I. Frederick	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 John W. Garratt	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director David A. Jones, 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 Karen W. Katz	Mgmt	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 Marcy S. Klevorn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director William J. McDonald	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Jorge S. Mesquita	Mgmt	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 James J. O'Brien	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1m	Elect Director Marissa T. Peterson	Mgmt	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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Humana Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 26.63 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 as pay and performance are reasonably aligned. While shareholders could benefit from greater disclosure of certain targets, annual incentives and equity awards are largely tied to objective performance goals.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	03/23/2021	Auto-Approved	03/23/2021	99	99
Total Shares:								99	99

Ingevity Corporation

Meeting Date: 04/22/2021	Country: USA	Primary Security ID: 45688C107	Meeting ID: 1512928
Record Date: 02/22/2021	Meeting Type: Annual	Ticker: NGVT	
Primary CUSIP: 45688C107	Primary ISIN: US45688C1071	Primary SEDOL: BD4LHG4	Proxy Level: 3
Shares Voted: 2,887		Votable Shares: 2,887	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,887	

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 John C. Fortson	Mgmt	Yes	For	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 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>							

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Ingevity Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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>							
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 2.56 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 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	03/24/2021	Auto-Approved	03/24/2021	2,887	2,887
Total Shares:							2,887	2,887

Intuitive Surgical, Inc.

Meeting Date: 04/22/2021	Country: USA	Primary Security ID: 46120E602	Meeting ID: 1514355
Record Date: 03/05/2021	Meeting Type: Annual	Ticker: ISRG	
Primary CUSIP: 46120E602	Primary ISIN: US46120E6023	Primary SEDOL: 2871301	Proxy Level: 3
Total Ballots: 1	Shares Voted: 9	Votable Shares: 9	*Shares on Loan: 0
	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 Craig H. Barratt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Joseph C. Beery	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Gary S. Guthart	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Amal M. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Don R. Kania	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Amy L. Ladd	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Keith R. Leonard, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Alan J. Levy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Jami Dover Nachtsheim	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Monica P. Reed	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Mark J. Rubash	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay for performance are reasonably aligned, although it is not without concern. Half the short-term incentive program is based on a discretionary assessment of the NEO's performance and the long-term equity awards are not tied to performance conditions.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted as the non-audit consulting fees are less than 25 percent of total fees paid.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan cost is excessive;- The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/25/2021	Auto-Approved	03/25/2021	9	9
Total Shares:							9	9

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 Institution Account(s): All Institution Accounts

Lincoln Electric Holdings, Inc.

Meeting Date: 04/22/2021	Country: USA	Primary Security ID: 533900106	Meeting ID: 1519382
Record Date: 02/26/2021	Meeting Type: Annual	Ticker: LECO	
Primary CUSIP: 533900106	Primary ISIN: US5339001068	Primary SEDOL: 2516851	Proxy Level: 3
	Shares Voted: 235	Votable Shares: 235	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 235

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	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 P. Goris	Mgmt	Yes	For	For	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 Stephen G. Hanks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Michael F. Hilton	Mgmt	Yes	For	For	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 G. Russell Lincoln	Mgmt	Yes	For	For	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 Kathryn Jo Lincoln	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director William E. MacDonald, 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>						
1.8	Elect Director Christopher L. Mapes	Mgmt	Yes	For	For	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 Phillip J. Mason	Mgmt	Yes	For	For	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 Ben P. 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>						
1.11	Elect Director Hellene S. Runtagh	Mgmt	Yes	For	For	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 Kellye L. Walker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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 14.09 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Lincoln Electric 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: 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	03/29/2021	Auto-Approved	03/29/2021	235	235
Total Shares:							235	235	

Littelfuse, Inc.

Meeting Date: 04/22/2021	Country: USA	Primary Security ID: 537008104	Meeting ID: 1516104
Record Date: 02/25/2021	Meeting Type: Annual	Ticker: LFUS	
Primary CUSIP: 537008104	Primary ISIN: US5370081045	Primary SEDOL: 2531832	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 Kristina A. Cerniglia	Mgmt	Yes	For	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 Tzau-Jin Chung	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Cary T. Fu	Mgmt	Yes	For	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 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>							
1e	Elect Director Anthony Grillo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director David W. Heinzmann	Mgmt	Yes	For	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 Gordon 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>							

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Littelfuse, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director William P. Noglows	Mgmt	Yes	For	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 Nathan Zommer	Mgmt	Yes	For	For	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 Grant Thornton 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	03/25/2021	Auto-Approved	03/25/2021	100	100
Total Shares:							100	100

NewMarket Corporation

Meeting Date: 04/22/2021	Country: USA	Primary Security ID: 651587107	Meeting ID: 1514616
Record Date: 02/26/2021	Meeting Type: Annual	Ticker: NEU	
Primary CUSIP: 651587107	Primary ISIN: US6515871076	Primary SEDOL: B01CGF1	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 Phyllis L. Cothran	Mgmt	Yes	For	For	Against	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 Mark M. Gambill	Mgmt	Yes	For	For	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>							
1.3	Elect Director Bruce C. Gottwald	Mgmt	Yes	For	For	Against	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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NewMarket Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Thomas E. Gottwald	Mgmt	Yes	For	For	Against	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 Patrick D. Hanley	Mgmt	Yes	For	For	Against	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 H. Hiter Harris, 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. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.7	Elect Director James E. Rogers	Mgmt	Yes	For	For	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>							
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 29.03 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	03/24/2021	Auto-Approved	03/24/2021	246	246
Total Shares:							246	246

Pfizer Inc.

Meeting Date: 04/22/2021	Country: USA	Primary Security ID: 717081103	Meeting ID: 1516040
Record Date: 02/24/2021	Meeting Type: Annual	Ticker: PFE	
Primary CUSIP: 717081103	Primary ISIN: US7170811035	Primary SEDOL: 2684703	Proxy Level: 2
	Shares Voted: 11,405	Votable Shares: 11,405	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 11,405	

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

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 Institution Account(s): All Institution Accounts

Pfizer Inc.

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>							
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 Susan Desmond-Hellmann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	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>							
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 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>							
1.9	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>							
1.10	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>							
1.11	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>							
1.12	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 8.57 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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 Institution Account(s): All Institution Accounts

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Although some concerns are noted regarding goal setting under the annual incentive, the company provides rationale for the goal setting process, and annual incentives are primarily determined by pre-set financial metrics. In addition, the company targets a long-term award mix of half performance-conditioned equity, with payouts capped in the event absolute TSR is negative. A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Although some concerns are noted regarding goal setting under the annual incentive, the company provides rationale for the goal setting process, and annual incentives are primarily determined by pre-set financial metrics. In addition, the company targets a long-term award mix of half performance-conditioned equity, with payouts capped in the event absolute TSR is negative.</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 Political Contributions and Expenditures	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as more comprehensive information regarding Pfizer's political contribution spending and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>							
6	Report on Access to COVID-19 Products	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more information about company decisions impacting access to the COVID-19 vaccine and how it is managing related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/06/2021	Auto-Approved	04/06/2021	11,239	11,239
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/06/2021	Auto-Approved	04/06/2021	166	166
Total Shares:							11,405	11,405

Signature Bank

Meeting Date: 04/22/2021	Country: USA	Primary Security ID: 82669G104	Meeting ID: 1516168
Record Date: 03/03/2021	Meeting Type: Annual	Ticker: SBNY	
Primary CUSIP: 82669G104	Primary ISIN: US82669G1040	Primary SEDOL: B00JQL9	Proxy Level: 4
Shares Voted: 164		Votable Shares: 164	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 164

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kathryn A. Byrne	Mgmt	Yes	For	For	Against	Against

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

Reporting Period: 07/01/2020 to 06/30/2021
 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
<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 Maggie Timoney	Mgmt	Yes	For	For	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 Tsunis	Mgmt	Yes	For	For	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	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 36.74 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>							
4	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, given that the terms of the repurchase program are reasonable, and benefits are expected to accrue to all shareholders.</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 is within the allowable threshold and there are no substantial concerns about the company's past use of shares.</i>							
6	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	03/29/2021	Auto-Approved	03/29/2021	164	164
Total Shares:							164	164

The AES Corporation

Meeting Date: 04/22/2021	Country: USA	Primary Security ID: 00130H105	Meeting ID: 1510835
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: AES	
Primary CUSIP: 00130H105	Primary ISIN: US00130H1059	Primary SEDOL: 2002479	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The AES Corporation

Total Ballots: 1		Shares Voted: 1,731	Votable Shares: 1,731		*Shares on Loan: 0	Shares Instructed: 1,731	
Voting Policy: UUA							
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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Andres R. Gluski	Mgmt	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 Tarun Khanna	Mgmt	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 Holly K. Koepfel	Mgmt	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 Julia M. Laulis	Mgmt	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 James H. 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.							
1.7	Elect Director Alain Monie	Mgmt	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 John B. Morse, 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.							
1.9	Elect Director Moises Naim	Mgmt	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 Teresa M. Sebastian	Mgmt	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 aligned for the year in review. Annual and long-term incentives continue to be primarily performance-based, with long-term awards utilizing multiyear performance periods.							
3	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.							
4	Require Shareholder Approval of Bylaw and Charter Amendments Adopted by the Board of Directors	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted, as requiring shareholder ratification of any 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.							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The AES 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	03/30/2021	Auto-Approved	03/30/2021	1,731	1,731
Total Shares:							1,731	1,731

Abbott Laboratories

Meeting Date: 04/23/2021 **Country:** USA **Primary Security ID:** 002824100 **Meeting ID:** 1516138
Record Date: 02/24/2021 **Meeting Type:** Annual **Ticker:** ABT

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

Shares Voted: 2,783 **Votable Shares:** 2,783 ***Shares on Loan:** 0 **Shares Instructed:** 2,783
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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 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>						
1.7	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>						
1.8	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>						
1.9	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1.10	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>						
1.11	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>						
1.12	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>						
1.13	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 19.08 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 a concern is noted regarding the use of annual performance measurement periods in the LTI program, CEO pay and company performance are reasonably aligned for the year in review. In particular, above-target bonus payouts align with strong stock returns and incentive payouts are largely linked to objective goals. Nevertheless, Executive Chair White's pay, which was level with the CEO's pay for FY20, warrants shareholder monitoring.</i>						
4a	Adopt Majority Voting Standard for Amendments of the Articles of Incorporation and Effect Other Ministerial Changes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.</i>						
4b	Adopt Majority Voting Standard for Certain Extraordinary Transactions	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.</i>						
5	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a more comprehensive disclosure of the company's lobbying-related oversight mechanisms and trade association payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>						
6	Report on Racial Justice	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>						
7	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Abbott Laboratories

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/06/2021	Auto-Approved	04/06/2021	2,683	2,683
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/06/2021	Auto-Approved	04/06/2021	100	100
Total Shares:							2,783	2,783

Alleghany Corporation

Meeting Date: 04/23/2021 Country: USA Primary Security ID: 017175100 Meeting ID: 1516799
 Record Date: 03/01/2021 Meeting Type: Annual Ticker: Y

Primary CUSIP: 017175100 Primary ISIN: US0171751003 Primary SEDOL: 2016801 Proxy Level: 3

Shares Voted: 112 Votable Shares: 112 *Shares on Loan: 0 Shares Instructed: 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 Phillip M. Martineau	Mgmt	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 Raymond L.M. 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: 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 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	03/29/2021	Auto-Approved	03/29/2021	112	112
Total Shares:							112	112

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CenterPoint Energy, Inc.

Meeting Date: 04/23/2021	Country: USA	Primary Security ID: 15189T107	Meeting ID: 1516145
Record Date: 02/26/2021	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>						
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 Wendy Montoya Cloonan	Mgmt	Yes	For	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 Earl M. Cummings	Mgmt	Yes	For	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 J. Lesar	Mgmt	Yes	For	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 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>						
1g	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>						
1h	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>						
1i	Elect Director Barry T. Smitherman	Mgmt	Yes	For	For	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 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. Following last year's low vote result, the company reached out to a majority of its shareholder base, disclosed the feedback received, and implemented changes to the 2021 pay program in response. The company also stated the practice of paying severance upon a voluntary termination would be eliminated, absent a determination that an executive had resigned for good reason. In addition, pay and performance are reasonably aligned for the year in review.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CenterPoint 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	03/26/2021	Auto-Approved	03/26/2021	1,937	1,937
Total Shares:							1,937	1,937

Graco Inc.

Meeting Date: 04/23/2021 Country: USA Primary Security ID: 384109104 Meeting ID: 1514228
 Record Date: 02/22/2021 Meeting Type: Annual Ticker: GGG

Primary CUSIP: 384109104 Primary ISIN: US3841091040 Primary SEDOL: 2380443 Proxy Level: 3

Shares Voted: 279 Votable Shares: 279 *Shares on Loan: 0 Shares Instructed: 279

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 Brett C. Carter	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director R. William Van Sant	Mgmt	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 Emily C. White	Mgmt	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 only 11.60 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	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- Equity awards to the CEO lack any performance-contingent pay elements;- Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and- High CEO pay in relation to company peer group CEO median pay levels.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/29/2021	Auto-Approved	03/29/2021	279	279
Total Shares:							279	279

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Crane Co.

Meeting Date: 04/26/2021	Country: USA	Primary Security ID: 224399105	Meeting ID: 1516147
Record Date: 02/26/2021	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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,348

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>						
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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 John S. Stroup	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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 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	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
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	03/29/2021	Auto-Approved	03/29/2021	1,348	1,348
Total Shares:								1,348	1,348

Schneider National, Inc.

Meeting Date: 04/26/2021	Country: USA	Primary Security ID: 80689H102	Meeting ID: 1516924
Record Date: 02/17/2021	Meeting Type: Annual	Ticker: SNDR	
Primary CUSIP: 80689H102	Primary ISIN: US80689H1023	Primary SEDOL: BYVN953	Proxy Level: 3
	Shares Voted: 263	Votable Shares: 263	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 263

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jyoti Chopra	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director James R. Giertz	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent directors Adam Godfrey, Mark Rourke, James Giertz, Robert Grubbs, Robert Knight Jr., Paul Schneider, John Swainson, and James Welch given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure and governance provisions which adversely impact shareholder rights.</i>							
1.3	Elect Director Adam P. Godfrey	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent directors Adam Godfrey, Mark Rourke, James Giertz, Robert Grubbs, Robert Knight Jr., Paul Schneider, John Swainson, and James Welch given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure and governance provisions which adversely impact shareholder rights.</i>							
1.4	Elect Director Robert W. Grubbs	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent directors Adam Godfrey, Mark Rourke, James Giertz, Robert Grubbs, Robert Knight Jr., Paul Schneider, John Swainson, and James Welch given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure and governance provisions which adversely impact shareholder rights.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Schneider National, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Robert M. Knight, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent directors Adam Godfrey, Mark Rourke, James Gierzt, Robert Grubbs, Robert Knight Jr., Paul Schneider, John Swainson, and James Welch given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure and governance provisions which adversely impact shareholder rights.</i>							
1.6	Elect Director Therese A. Koller	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for Therese Koller and Paul Schneider for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for incumbent directors Adam Godfrey, Mark Rourke, James Gierzt, Robert Grubbs, Robert Knight Jr., Paul Schneider, John Swainson, and James Welch given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure and governance provisions which adversely impact shareholder rights.</i>							
1.7	Elect Director Mark B. Rourke	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent directors Adam Godfrey, Mark Rourke, James Gierzt, Robert Grubbs, Robert Knight Jr., Paul Schneider, John Swainson, and James Welch given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure and governance provisions which adversely impact shareholder rights.</i>							
1.8	Elect Director Paul J. Schneider	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for Therese Koller and Paul Schneider for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for incumbent directors Adam Godfrey, Mark Rourke, James Gierzt, Robert Grubbs, Robert Knight Jr., Paul Schneider, John Swainson, and James Welch given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure and governance provisions which adversely impact shareholder rights.</i>							
1.9	Elect Director John A. Swainson	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent directors Adam Godfrey, Mark Rourke, James Gierzt, Robert Grubbs, Robert Knight Jr., Paul Schneider, John Swainson, and James Welch given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure and governance provisions which adversely impact shareholder rights.</i>							
1.10	Elect Director James L. Welch	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent directors Adam Godfrey, Mark Rourke, James Gierzt, Robert Grubbs, Robert Knight Jr., Paul Schneider, John Swainson, and James Welch given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure and governance provisions which adversely impact 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 only 4.87 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: A vote FOR this proposal is warranted given that pay and performance are reasonably aligned, and the company's pay program does not raise significant concerns at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/24/2021	Auto-Approved	03/25/2021	263	263

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Schneider National, Inc.

Total Shares: 263 263

Seaboard Corporation

Meeting Date: 04/26/2021 **Country:** USA **Primary Security ID:** 811543107 **Meeting ID:** 1515558
Record Date: 02/26/2021 **Meeting Type:** Annual **Ticker:** SEB

Primary CUSIP: 811543107 **Primary ISIN:** US8115431079 **Primary SEDOL:** 2786687 **Proxy Level:** 2

Shares Voted: 21 **Votable Shares:** 21 ***Shares on Loan:** 0 **Shares Instructed:** 21

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ellen S. Bresky	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. WITHHOLD votes are warranted for non-independent director nominees Ellen Bresky and Paul Squires for failing to establish a board on which a majority of the directors are independent, and due to the company's lack of formal compensation and nominating committees. WITHHOLD votes are warranted for incumbent director nominees Douglas Baena, David Adamsen, and Paul Squire for amending certain NEO employment agreements that provide for multi-year guaranteed cash bonuses.</i>							
1.2	Elect Director David A. Adamsen	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. WITHHOLD votes are warranted for non-independent director nominees Ellen Bresky and Paul Squires for failing to establish a board on which a majority of the directors are independent, and due to the company's lack of formal compensation and nominating committees. WITHHOLD votes are warranted for incumbent director nominees Douglas Baena, David Adamsen, and Paul Squire for amending certain NEO employment agreements that provide for multi-year guaranteed cash bonuses.</i>							
1.3	Elect Director Douglas W. Baena	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. WITHHOLD votes are warranted for non-independent director nominees Ellen Bresky and Paul Squires for failing to establish a board on which a majority of the directors are independent, and due to the company's lack of formal compensation and nominating committees. WITHHOLD votes are warranted for incumbent director nominees Douglas Baena, David Adamsen, and Paul Squire for amending certain NEO employment agreements that provide for multi-year guaranteed cash bonuses.</i>							
1.4	Elect Director Paul M. Squires	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. WITHHOLD votes are warranted for non-independent director nominees Ellen Bresky and Paul Squires for failing to establish a board on which a majority of the directors are independent, and due to the company's lack of formal compensation and nominating committees. WITHHOLD votes are warranted for incumbent director nominees Douglas Baena, David Adamsen, and Paul Squire for amending certain NEO employment agreements that provide for multi-year guaranteed cash bonuses.</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 5.43 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Seaboard Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Confirm Compliance with California Proposition 12	SH	Yes	Against	Against	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as it would enable shareholders to better assess management's oversight of risks associated with animal welfare regulations and its potential impact on the company's operations.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/16/2021	Auto-Approved	04/16/2021	21	21
Total Shares:								21	21

Centene Corporation

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 15135B101	Meeting ID: 1516144
Record Date: 02/26/2021	Meeting Type: Annual	Ticker: CNC	
Primary CUSIP: 15135B101	Primary ISIN: US15135B1017	Primary SEDOL: 2807061	Proxy Level: 3
Shares Voted: 638	Votable Shares: 638	*Shares on Loan: 0	Shares Instructed: 638
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 Jessica L. Blume	Mgmt	Yes	For	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 Frederick H. Eppinger	Mgmt	Yes	For	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. Steward	Mgmt	Yes	For	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 L. Trubeck	Mgmt	Yes	For	For	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	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- A majority of equity awards to the CEO are not tied to performance-contingent pay elements;- High CEO pay relative to company performance compared to the company's peers; and- High CEO pay in relation to company peer group CEO median pay levels.</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 1.88 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Centene Corporation

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.									
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 the supermajority vote requirements would improve shareholder rights.									
6	Declassify the Board of Directors	SH	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/08/2021	Auto-Approved	04/08/2021	638	638
Total Shares:								638	638

Charter Communications, Inc.

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 16119P108	Meeting ID: 1518853
Record Date: 02/26/2021	Meeting Type: Annual	Ticker: CHTR	
Primary CUSIP: 16119P108	Primary ISIN: US16119P1084	Primary SEDOL: BZ6VT82	Proxy Level: 2
Total Ballots: 2	Shares Voted: 863	Votable Shares: 863	*Shares on Loan: 0
	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 W. Lance Conn	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.</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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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. A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.</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.</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. A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.</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	Against	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.</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: 07/01/2020 to 06/30/2021
 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	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. A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.</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 10.00 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	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 practices and policies, including its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.</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 chairman of the board.</i>							
5	Publish Annually a Report Assessing Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Charter's diversity, equity and inclusion efforts and management of related risks.</i>							
6	Report on Greenhouse Gas Emissions Disclosure	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions and reduction plans and an annual advisory vote on these plans is warranted, as it would allow shareholders to better assess and express their opinions on the climate risk management practices of the company.</i>							
7	Adopt Policy to Annually Disclose EEO-1 Data	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/07/2021	Auto-Approved	04/07/2021	74	74
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	04/07/2021	Auto-Approved	04/07/2021	789	789
Total Shares:							863	863

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Citigroup Inc.

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 172967424	Meeting ID: 1518284
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: C	
Primary CUSIP: 172967424	Primary ISIN: US1729674242	Primary SEDOL: 2297907	Proxy Level: 4
	Shares Voted: 5,226	Votable Shares: 5,226	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 5,226

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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>						
1b	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>						
1c	Elect Director Barbara J. Desoer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director John C. Dugan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Jane N. Fraser	Mgmt	Yes	For	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>						
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	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Gary M. Reiner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Diana L. Taylor	Mgmt	Yes	For	For	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	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: 07/01/2020 to 06/30/2021
 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
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. While investors increasingly prefer objective pay determinations, NEO pay is ultimately determined by committee discretion. The introduction of a new performance assessment structure appears to somewhat reduce transparency on pay-performance linkage. While these factors raise some concern, 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. Additionally, the year-over-year decline in CEO pay and below-target vesting of closing-cycle PSUs are aligned with company performance. Further, half of the CEO's equity awards are performance-conditioned with clearly disclosed multi-year goals. Nevertheless, close shareholder monitoring of pay programs is warranted, particularly should CEO pay and company performance become misaligned going forward.</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 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	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>						
7	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as an employee representative director would enable more robust oversight of issues related to the company's employees and their concerns.</i>						
8	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>						
9	Report on Racial Equity Audit	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
10	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Yes	Against	Against	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as would further strengthen the company's commitment to the environmental and social goals of the Business Roundtable statement on the purpose of a corporation, where corporations endeavor to benefit all stakeholders, including customers, employees, suppliers, communities and shareholders.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/09/2021	Auto-Approved	04/09/2021	5,226	5,226
Total Shares:								5,226	5,226

Comerica Incorporated

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 200340107	Meeting ID: 1517469
Record Date: 02/26/2021	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>							
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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1.8	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 6.03 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: Annual incentives are entirely based on pre-set objectives and equity grants are predominately performance based. A vote FOR this proposal is therefore 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>							
5	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable discount, and has limits on employee contributions.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/25/2021	Auto-Approved	03/28/2021	244	244
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/25/2021	Auto-Approved	03/28/2021	63	63
Total Shares:							307	307

Domino's Pizza, Inc.

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 25754A201	Meeting ID: 1518632
Record Date: 03/03/2021	Meeting Type: Annual	Ticker: DPZ	
Primary CUSIP: 25754A201	Primary ISIN: US25754A2015	Primary SEDOL: B01SD70	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Domino's Pizza, Inc.

Total Ballots: 1		Shares Voted: 15	Votable Shares: 15		*Shares on Loan: 0		Shares Instructed: 15		
Voting Policy: UUA									
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director David A. Brandon	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.2	Elect Director Richard E. Allison, Jr.	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.3	Elect Director C. Andrew Ballard	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1.4	Elect Director Andrew B. Balson	Mgmt	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 Corie S. Barry	Mgmt	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 Diana F. Cantor	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.									
1.7	Elect Director Richard L. Federico	Mgmt	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 James A. Goldman	Mgmt	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 Patricia E. 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.									
2	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.									
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay and company performance are reasonably aligned at this time, and the company has disclosed improvements to its long-term incentive plan for 2021 and 2022.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	03/24/2021	Auto-Approved	03/28/2021	15	15
Total Shares:								15	15

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Equity LifeStyle Properties, Inc.

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 29472R108	Meeting ID: 1517289
Record Date: 02/19/2021	Meeting Type: Annual	Ticker: ELS	
Primary CUSIP: 29472R108	Primary ISIN: US29472R1086	Primary SEDOL: 2563125	Proxy Level: 3
	Shares Voted: 794	Votable Shares: 794	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 794

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew Berkenfield	Mgmt	Yes	For	For	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 Derrick Burks	Mgmt	Yes	For	For	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 Philip Calian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director David Contis	Mgmt	Yes	For	For	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 Constance Freedman	Mgmt	Yes	For	For	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 Heneghan	Mgmt	Yes	For	For	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 Marguerite Nader	Mgmt	Yes	For	For	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 Scott Peppet	Mgmt	Yes	For	For	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 Sheli Rosenberg	Mgmt	Yes	For	For	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 Samuel Zell	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.67 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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Equity LifeStyle Properties, 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	04/07/2021	Auto-Approved	04/07/2021	794	794
Total Shares:							794	794

Exelon Corporation

Meeting Date: 04/27/2021 Country: USA Primary Security ID: 30161N101 Meeting ID: 1518313
 Record Date: 03/01/2021 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Ann Berzin	Mgmt	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 Laurie Brlas	Mgmt	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 Marjorie Rodgers Cheshire	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 Christopher Crane	Mgmt	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 Yves de Balmann	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Linda Jojo	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Paul Joskow	Mgmt	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 Robert Lawless	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 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	Advisory 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 PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.96 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on Child Labor Audit	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as it is unclear how the requested report would benefit shareholders given the production of electric vehicle batteries is not within the company's 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
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/09/2021	Auto-Approved	04/09/2021	160	160
Total Shares:							160	160

First Horizon Corporation

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 320517105	Meeting ID: 1516920
Record Date: 02/26/2021	Meeting Type: Annual	Ticker: FHN	
Primary CUSIP: 320517105	Primary ISIN: US3205171057	Primary SEDOL: 2341484	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,404	Votable Shares: 2,404	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,404

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Harry V. Barton, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Kenneth A. Burdick	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

First Horizon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Daryl G. Byrd	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director John N. Casbon	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director John C. Compton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Wendy P. Davidson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director William H. Fenstermaker	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director D. Bryan Jordan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director J. Michael Kemp, Sr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director Rick E. Maples	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director Vicki R. Palmer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.12	Elect Director Colin V. Reed	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.13	Elect Director E. Stewart Shea, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.14	Elect Director Cecelia D. Stewart	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.15	Elect Director Rajesh Subramaniam	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.16	Elect Director Rosa Sugranes	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.17	Elect Director R. Eugene Taylor	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

First Horizon 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 some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
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	04/07/2021	Auto-Approved	04/07/2021	2,404	2,404
Total Shares:								2,404	2,404

FMC Corporation

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 302491303	Meeting ID: 1515928
Record Date: 03/03/2021	Meeting Type: Annual	Ticker: FMC	
Primary CUSIP: 302491303	Primary ISIN: US3024913036	Primary SEDOL: 2328603	Proxy Level: 3
	Shares Voted: 526	Votable Shares: 526	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 526

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	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 Carol Anthony (John) 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>							
1d	Elect Director Mark Douglas	Mgmt	Yes	For	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. Scott Greer	Mgmt	Yes	For	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 K'Lynne 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: 07/01/2020 to 06/30/2021
 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
1g	Elect Director Dirk A. Kempthorne	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>							
1i	Elect Director Margareth Ovrum	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Robert C. Pallash	Mgmt	Yes	For	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 Vincent R. Volpe, 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 7.65 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 aligned for the year in review. Although some concerns are noted, short-term incentives are primarily based on financial goals and long-term incentives continue to be half 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	04/02/2021	Auto-Approved	04/02/2021	526	526
Total Shares:							526	526

International Business Machines Corporation

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 459200101	Meeting ID: 1512929
Record Date: 02/26/2021	Meeting Type: Annual	Ticker: IBM	
Primary CUSIP: 459200101	Primary ISIN: US4592001014	Primary SEDOL: 2005973	Proxy Level: 3
Total Ballots: 1	Shares Voted: 650	Votable Shares: 650	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 650

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

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International Business Machines 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>							
1b	Elect Director Michael L. Eskew	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director David N. Farr	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1d	Elect Director Alex Gorsky	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1e	Elect Director Michelle J. Howard	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1f	Elect Director Arvind Krishna	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1g	Elect Director Andrew N. Liveris	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1h	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>							
1i	Elect Director Martha E. Pollack	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1j	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>							
1k	Elect Director Peter R. Voser	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1l	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 3.14 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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Annual incentives were largely determined by objective metrics and a majority of annually granted equity awards were performance-conditioned. However, significant concerns are raised regarding the retention award of RPSUs granted to NEO Whitehurst. While granted in connection with signing a non-competition agreement, the award is relatively large, and Whitehurst will receive a minimum of 80 percent of the performance-modified portion. Shareholders generally prefer that if special one-time awards are granted, a significant portion of the award is at risk and subject to rigorous performance goals.</i>							

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International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 chairman of the board.</i>							
5	Lower Ownership Threshold for Action by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the threshold required to exercise written consent would enhance shareholder rights.</i>							
6	Publish Annually a Report Assessing Diversity, Equity, and Inclusion Efforts	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of the company's diversity, equity and inclusion efforts and management of related risks. The board supports this proposal and is taking steps to implement it.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/06/2021	Auto-Approved	04/06/2021	650	650
Total Shares:							650	650

PACCAR Inc

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 693718108	Meeting ID: 1517661
Record Date: 03/02/2021	Meeting Type: Annual	Ticker: PCAR	
Primary CUSIP: 693718108	Primary ISIN: US6937181088	Primary SEDOL: 2665861	Proxy Level: 1
	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
1.1	Elect Director Mark C. Pigott	Mgmt	Yes	For	For	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 Dame Alison J. Carnwath	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Franklin L. Feder	Mgmt	Yes	For	For	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 R. Preston Feight	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1.5	Elect Director Beth 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>							
1.6	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>							
1.7	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>							
1.8	Elect Director John M. Pigott	Mgmt	Yes	For	For	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 Ganesh Ramaswamy	Mgmt	Yes	For	For	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 A. Schulz	Mgmt	Yes	For	For	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 Gregory M. E. Spierkel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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 requirements would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/29/2021	Auto-Approved	03/29/2021	1,160	1,160
Total Shares:							1,160	1,160

RPC, Inc.

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 749660106	Meeting ID: 1516771
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: RES	
Primary CUSIP: 749660106	Primary ISIN: US7496601060	Primary SEDOL: 2719456	Proxy Level: 1
Total Ballots: 1	Shares Voted: 1,408	Votable Shares: 1,408	*Shares on Loan: 0
	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 Gary W. Rollins	Mgmt	Yes	For	Withhold	Withhold	Withhold

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 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		
<i>Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>									
1.2	Elect Director Richard A. Hubbell	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.</i>									
1.3	Elect Director Harry J. Cynkus	Mgmt	Yes	For	For	Withhold	Withhold		
<i>Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director.</i>									
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>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	03/23/2021	Auto-Approved	03/28/2021	1,408	1,408
Total Shares:								1,408	1,408

The PNC Financial Services Group, Inc.

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 693475105	Meeting ID: 1517546
Record Date: 01/29/2021	Meeting Type: Annual	Ticker: PNC	
Primary CUSIP: 693475105	Primary ISIN: US6934751057	Primary SEDOL: 2692665	Proxy Level: 3
Total Ballots: 1	Shares Voted: 733	Votable Shares: 733	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 733

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Alvarado	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Charles E. Bunch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Debra A. 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>							
1d	Elect Director Marjorie Rodgers Cheshire	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The PNC Financial Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director David L. Cohen	Mgmt	Yes	For	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 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>						
1g	Elect Director Andrew T. Feldstein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Richard J. Harshman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Daniel R. Hesse	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Linda R. Medler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Martin Pfinsgraff	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Toni Townes-Whitley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Michael J. Ward	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as 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 aligned for the year in review. Annual and long-term incentives appear to be primarily performance-based, with equity awards relying on multiyear performance periods. However, concerns remain regarding the incomplete disclosure of annual incentive metric targets.</i>						
4	Report on Risk Management and Nuclear Weapon Industry	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: Votes FOR this proposal are warranted as additional information regarding the processes the company uses to assess the effectiveness of its risk management system as it relates to the management of risks associated with providing financial services to the nuclear weapons industry would allow shareholders to better gauge how well PNC 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	04/12/2021	Auto-Approved	04/12/2021	733	733

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

The PNC Financial Services Group, Inc.

Total Shares: 733 733

The Williams Companies, Inc.

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 969457100	Meeting ID: 1518670
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: WMB	
Primary CUSIP: 969457100	Primary ISIN: US9694571004	Primary SEDOL: 2967181	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,660	Votable Shares: 1,660	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,660

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	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 Stephen W. Bergstrom	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Nancy K. Buese	Mgmt	Yes	For	For	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 Stephen I. Chazen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
1.6	Elect Director Michael A. Creel	Mgmt	Yes	For	For	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 Stacey H. Dore	Mgmt	Yes	For	For	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 Vicki L. 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>						
1.9	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>						
1.10	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>						
1.11	Elect Director Scott D. Sheffield	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1.12	Elect Director Murray 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>							
1.13	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>							
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 7.59 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	04/13/2021	Auto-Approved	04/13/2021	1,660	1,660
Total Shares:							1,660	1,660

Truist Financial Corporation

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 89832Q109	Meeting ID: 1516903
Record Date: 02/18/2021	Meeting Type: Annual	Ticker: TFC	
Primary CUSIP: 89832Q109	Primary ISIN: US89832Q1094	Primary SEDOL: BKP7287	Proxy Level: 3
	Shares Voted: 334	Votable Shares: 334	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 334	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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>							
1b	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>							
1c	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>							
1d	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Truist Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	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>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	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>						
1k	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>						
1l	Elect Director Donna S. Morea	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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. 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>						
1n	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>						
1o	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>						
1p	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>						
1q	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>						
1r	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>						
1s	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Truist Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1t	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>							
1u	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>							
1v	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 9.51 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: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are largely based on pre-set financial goals, and long-term incentives are primarily based on multi-year performance, with forward-looking targets disclosed.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/01/2021	Auto-Approved	04/01/2021	110	110
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/01/2021	Auto-Approved	04/01/2021	224	224
Total Shares:							334	334

United States Steel Corporation

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 912909108	Meeting ID: 1516166
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: X	
Primary CUSIP: 912909108	Primary ISIN: US9129091081	Primary SEDOL: 2824770	Proxy Level: 3
	Shares Voted: 323	Votable Shares: 323	*Shares on Loan: 0
			Shares Instructed: 323
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 Tracy A. Atkinson	Mgmt	Yes	For	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 B. Burritt	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1c	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>							
1d	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>							
1e	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>							
1f	Elect Director Jeh 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 Paul A. Mascarenas	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 H. McGarry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Eugene B. Sperling *Withdrawn Resolution*	Mgmt	No				
<i>Voting Policy Rationale: This is a non-voting item.</i>							
1j	Elect Director David S. Sutherland	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 A. Tracey	Mgmt	Yes	For	For	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 3.77 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>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/25/2021	Auto-Approved	03/28/2021	323	323
Total Shares:							323	323

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

United States Steel Corporation

Valmont Industries, Inc.

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 920253101	Meeting ID: 1517292
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: VMI	
Primary CUSIP: 920253101	Primary ISIN: US9202531011	Primary SEDOL: 2926825	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
1.1	Elect Director Daniel P. Neary	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director Theo W. Freye	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. Kaniewski	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director Joan Robinson-Berry	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 no significant concerns were identified and 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 5.86 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	03/19/2021	Auto-Approved	03/28/2021	516	516
Total Shares:							516	516

Wells Fargo & Company

Meeting Date: 04/27/2021	Country: USA	Primary Security ID: 949746101	Meeting ID: 1517688
Record Date: 02/26/2021	Meeting Type: Annual	Ticker: WFC	
Primary CUSIP: 949746101	Primary ISIN: US9497461015	Primary SEDOL: 2649100	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Wells Fargo & Company

Shares Voted: 115 **Votable Shares:** 115 ***Shares on Loan:** 0 **Shares Instructed:** 115
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director 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 Mark A. Chancy	Mgmt	Yes	For	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 Celeste A. Clark	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
1e	Elect Director Wayne M. Hewett	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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. Although CEO pay declined amid lagging company performance, there are compensation program design concerns, including relatively high NEO base salaries and continued reliance on Compensation Committee discretion. Even though total incentives are guided by a performance assessment with key financial highlights consistent year-over-year, the incentive pay program continues to significantly rely on committee discretion, and lacks clear safeguards that provide assurances to investors, such as per-metric weightings or pre-set target goals. Further, the committee decided not to apply hurdle goals that were required for any FY20 bonus payout to occur when the hurdles were not met, which resulted in bonus payout at 83 percent of target for the CEO and further weakens the link between pay and performance. In addition, the CEO received only half of his LTI in time-based equity after several years in which the CEO received 100 percent performance-based awards. Also concerning is that the large shift to time-based equity is accompanied with a less rigorous relative TSR governor that caps the performance share earnouts.</i></p>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.89 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
4	Amend Proxy Access Right	SH	Yes	Against	For	For	For
<p><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></p>							
5	Amend Certificate of Incorporation to Become a Delaware Public Benefit Corporation	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as would further strengthen the company's commitment to the environmental and social goals of the Business Roundtable statement on the purpose of a corporation, where corporations endeavor to benefit all stakeholders, including customers, employees, suppliers, communities and shareholders.</i></p>							
6	Report on Incentive-Based Compensation and Risks of Material Losses	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this 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 controversies that caused financial and reputational harm at the company.</i></p>							
7	Report on Racial Equity Audit	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted given that a racial equity audit would further enhance shareholders' ability to assess the company's diversity and inclusion policies.</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	04/09/2021	Auto-Approved	04/09/2021	115	115
Total Shares:							115	115

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ameriprise Financial, Inc.

Meeting Date: 04/28/2021	Country: USA	Primary Security ID: 03076C106	Meeting ID: 1519601
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: AMP	
Primary CUSIP: 03076C106	Primary ISIN: US03076C1062	Primary SEDOL: B0J7D57	Proxy Level: 3
	Shares Voted: 319	Votable Shares: 319	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 319

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
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Dianne Neal Blixt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Amy DiGeso	Mgmt	Yes	For	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 Lon R. Greenberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Jeffrey Noddle	Mgmt	Yes	For	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 F. Sharpe, 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>						
1g	Elect Director Brian T. Shea	Mgmt	Yes	For	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. Edward Walter, 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 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	Advisory 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 is ongoing concern regarding the pay program's reliance on committee discretion to ultimately determine the CEO's annual and long-term awards, even when that discretion is guided by a performance scorecard with consistently applied metrics (for annual incentives) or constrained to a range (for long-term incentives). Shareholders would also benefit from forward-looking disclosure of performance share goals. However, the application of discretion has not resulted in a pay-for-performance misalignment for the year in review, and total CEO pay volatility is somewhat limited given that his LTI award, which is half performance-based, is constrained to a predetermined range. Shareholders are advised to closely monitor the issues noted above, as the application of committee discretion and the lack of certain key disclosures may exacerbate concerns should pay and performance become misaligned in the future.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
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.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/01/2021	Auto-Approved	04/01/2021	319	319
Total Shares:								319	319

Centennial Resource Development, Inc.

Meeting Date: 04/28/2021	Country: USA	Primary Security ID: 15136A102	Meeting ID: 1518828
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: CDEV	
Primary CUSIP: 15136A102	Primary ISIN: US15136A1025	Primary SEDOL: BYM4Z79	Proxy Level: 3
Shares Voted: 12,678	Votable Shares: 12,678	*Shares on Loan: 0	Shares Instructed: 12,678
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 Karl E. Bandtel	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. A vote AGAINST governance committee members Karl Bandtel and Matthew Hyde is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights.</i>							
1b	Elect Director Matthew G. Hyde	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. A vote AGAINST governance committee members Karl Bandtel and Matthew Hyde is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights.</i>							
1c	Elect Director Jeffrey H. Tepper	Mgmt	Yes	For	For	Against	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 a review of the company's executive pay program does not raise significant concerns 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Centennial Resource Development, 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	04/05/2021	Auto-Approved	04/05/2021	12,678	12,678
Total Shares:							12,678	12,678

Cigna Corporation

Meeting Date: 04/28/2021 Country: USA Primary Security ID: 125523100 Meeting ID: 1519631
 Record Date: 03/08/2021 Meeting Type: Annual Ticker: CI

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

Shares Voted: 192 Votable Shares: 192 *Shares on Loan: 0 Shares Instructed: 192
 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 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.							
1b	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.							
1c	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.							
1d	Elect Director Elder Granger	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 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.							
1f	Elect Director George Kurian	Mgmt	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 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.							
1h	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.							
1i	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: 07/01/2020 to 06/30/2021
 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
1j	Elect Director Kimberly A. Ross	Mgmt	Yes	For	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 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>							
1l	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, with caution. Annual incentives are primarily tied to rigorous, objective financial metrics. While investors would benefit from advance disclosure of long-term AIO per share targets, these goals are disclosed retrospectively, and approximately half of long-term incentives depend on multi-year performance. Continued monitoring is warranted, as the STI structure allows for significant discretion, and TSR-based equity awards are earned at target for merely median performance.</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 5.86 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>							
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 diversity and inclusion initiatives.</i>							
7	Disclose Board Matrix Including Ideological Perspectives	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company already provides information regarding the experience and qualifications of director nominees. Furthermore, the practice of disclosing ideological perspectives is not an appropriate topic of inquiry in the nomination or selection process, as 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	04/12/2021	Auto-Approved	04/12/2021	89	89
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/12/2021	Auto-Approved	04/12/2021	103	103
Total Shares:							192	192

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CNA Financial Corporation

Meeting Date: 04/28/2021	Country: USA	Primary Security ID: 126117100	Meeting ID: 1519429
Record Date: 03/05/2021	Meeting Type: Annual	Ticker: CNA	
Primary CUSIP: 126117100	Primary ISIN: US1261171003	Primary SEDOL: 2204866	Proxy Level: 3
	Shares Voted: 644	Votable Shares: 644	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 644

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. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Jose O. Montemayor	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Don M. Randel	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Andre Rice	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Dino E. Robusto	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Kenneth I. Siegel	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Andrew H. Tisch	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Benjamin J. Tisch	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director James S. Tisch	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. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Jane J. Wang	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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	
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 total compensation declined year-over-year, a review of the pay program reveals certain structural concerns. The STI program is based on a financial metric, but its performance goal appears to not be rigorous. Specifically, the company continues to lower its STI target compared to the prior year's target and actual performance, which has resulted in overall payout being achieved at maximum. This concern alone, calls into question the amount that discretion can influence the program. The program's disclosure is limited, as the payout level of the financial metric is not disclosed, and individual performance outcomes and the amount by which individual contributions influence payout are not disclosed in the proxy. Further, the long-term program utilizes the identical financial metric and one-year performance period, which can result in duplicate payouts and reduces the long-term nature of the program. Shareholders generally prefer STI and LTI metrics not to overlap, and for a long-term equity grant to utilize a multi-year performance period. Additionally, there are significant concerns around a separation payment made to former CFO Anderson upon what appears to be a voluntary resignation.</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>								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2021	Auto-Approved	04/16/2021	644	644
Total Shares:							644	644

DuPont de Nemours, Inc.

Meeting Date: 04/28/2021	Country: USA	Primary Security ID: 26614N102	Meeting ID: 1516149
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: DD	
Primary CUSIP: 26614N102	Primary ISIN: US26614N1028	Primary SEDOL: BK0VN47	Proxy Level: 4
	Shares Voted: 804	Votable Shares: 804	*Shares on Loan: 0
Total Ballots: 2	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 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	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

DuPont de Nemours, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 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>						
1i	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>						
1j	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>						
1k	Elect Director Deanna M. 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>						
1l	Elect Director Steven M. Sterin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Both short- and long-term incentives are predominantly performance-based, and performance equity awards are measured over a multi-year period.</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	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 a special meeting would represent an improvement to the current right.</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	Adopt Policy to Annually Disclose EEO-1 Data	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity efforts and its management of related risks.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
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 Institution Account(s): All Institution Accounts

DuPont de Nemours, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
7	Report on Plastic Pollution	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is reducing the amount of plastic materials discharged into the environment and effectively managing this 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	04/15/2021	Auto-Approved	04/15/2021	747	747
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	04/15/2021	Auto-Approved	04/15/2021	57	57
Total Shares:								804	804

HCA Healthcare, Inc.

Meeting Date: 04/28/2021	Country: USA	Primary Security ID: 40412C101	Meeting ID: 1519636
Record Date: 03/08/2021	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	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 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 23.35 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. The increase in CEO pay was primarily due to a change in the present value of his SERP benefits. Annual incentives are based on objective metrics, including predominantly rigorous quality measures. Although the Compensation Committee determined to make COVID-related adjustments to the EBITDA component, the adjustment and rationale were well disclosed, the payout opportunity for this component decreased, and a portion of the CEO's award was paid in RSUs. While investors would benefit from disclosure of forward-looking targets, LTI awards are approximately 50 percent based on multi-year performance. Further, realizable pay is in line with three-year TSR. Given these factors, the quantitative pay-for-performance misalignment is sufficiently mitigated for the year in 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 unaffiliated shareholder rights.</i>							
5	Assess Feasibility of Increasing the Impact of the Company's Performance on Quality Metrics for Senior Executive Compensation	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Incorporating the impact of quality metrics as a broader component of senior management compensation setting decision-making would serve to further incentivize executives to ensure that company performance on quality patient care considerations, alongside financial factors, is appropriately aligned with management's interests, the firm's stated commitments to quality patient care, and long-term corporate strategy.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/14/2021	Auto-Approved	04/14/2021	70	70
Total Shares:							70	70

Healthpeak Properties, Inc.

Meeting Date: 04/28/2021	Country: USA	Primary Security ID: 42250P103	Meeting ID: 1518855
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: PEAK	
Primary CUSIP: 42250P103	Primary ISIN: US42250P1030	Primary SEDOL: BJBLRK3	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Healthpeak Properties, Inc.

Shares Voted: 972 **Votable Shares:** 972 ***Shares on Loan:** 0 **Shares Instructed:** 972
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 as CEO pay and company performance are reasonably aligned at this time. Additionally, the company clearly discloses the rationale behind its COVID related adjustments to its annual incentive awards, and granted equity is entirely 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 13.29 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	03/30/2021	Auto-Approved	03/30/2021	972	972
Total Shares:							972	972

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Herbalife Nutrition Ltd.

Meeting Date: 04/28/2021	Country: Cayman Islands	Primary Security ID: G4412G101	Meeting ID: 1517658
Record Date: 03/02/2021	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 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 Kevin 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>						
1.4	Elect Director Sophie L'Helias	Mgmt	Yes	For	For	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 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>						
1.6	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>						
1.7	Elect Director Donal 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>						
1.8	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>						
1.9	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 no significant concerns were identified and 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 PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 24.59 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Herbalife Nutrition Ltd.

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/05/2021	Auto-Approved	04/05/2021	141	141
Total Shares:							141	141

Marathon Petroleum Corporation

Meeting Date: 04/28/2021	Country: USA	Primary Security ID: 56585A102	Meeting ID: 1516959
Record Date: 03/02/2021	Meeting Type: Annual	Ticker: MPC	
Primary CUSIP: 56585A102	Primary ISIN: US56585A1025	Primary SEDOL: B3K3L40	Proxy Level: 3
	Shares Voted: 1,765	Votable Shares: 1,765	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 1,765	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Alkhayyal	Mgmt	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 Jonathan Z. Cohen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Michael J. Hennigan	Mgmt	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 Frank M. Semple	Mgmt	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 4.97 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. While the annual bonus is based largely on pre-set, objective metrics, and financial goals were set above the prior year's actual performance, the majority of equity granted to the CEO for the year in review was time-based. Further, although the relative TSR portion of long-term incentives is capped at target if absolute TSR is negative, the TSR goal targets merely the median and the majority of the award vests based on one-year performance periods. More concerningly, the new CEO also received a promotional grant that consisted entirely of time-vesting equity, with limited explanation from the Compensation Committee regarding the structure of the award. Shareholders generally prefer for one-time grants to utilize multi-year performance criteria with performance goals targeting outperformance to achieve payout. Additionally, the former CEO received a \$6 million time-based grant the day before his retirement, with limited rationale regarding the timing and magnitude of the award.							
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.							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Marathon Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
5	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.								
6	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.								
7	Limit Accelerated Vesting of Equity Awards Upon a Change in Control	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted, as a policy requiring pro-rata vesting upon a change in control would further align the interests of executives with those of shareholders.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/16/2021	Auto-Approved	04/16/2021	1,635	1,635
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/16/2021	Auto-Approved	04/16/2021	130	130
Total Shares:							1,765	1,765

Newmont Corporation

Meeting Date: 04/28/2021	Country: USA	Primary Security ID: 651639106	Meeting ID: 1516153
Record Date: 03/02/2021	Meeting Type: Annual	Ticker: NEM	
Primary CUSIP: 651639106	Primary ISIN: US6516391066	Primary SEDOL: 2636607	Proxy Level: 3
	Shares Voted: 700	Votable Shares: 700	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 700	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Patrick G. Awuah, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director 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>							
1.3	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>							
1.4	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1.5	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 Jose Manuel Madero	Mgmt	Yes	For	For	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 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>							
1.8	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>							
1.9	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>							
1.10	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>							
1.11	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>							
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. While total pay for CEO Palmer increased as he completed his first full fiscal year as CEO, the majority of short- and long-term incentives are contingent on the achievement of objective performance targets.</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 1.78 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	03/30/2021	Auto-Approved	03/30/2021	555	555
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	03/30/2021	Auto-Approved	03/30/2021	145	145
Total Shares:							700	700

Pilgrim's Pride Corporation

Meeting Date: 04/28/2021	Country: USA	Primary Security ID: 72147K108	Meeting ID: 1523916
Record Date: 03/09/2021	Meeting Type: Annual	Ticker: PPC	
Primary CUSIP: 72147K108	Primary ISIN: US72147K1088	Primary SEDOL: B5L3PZ2	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Pilgrim's Pride Corporation

Shares Voted: 823 **Votable Shares:** 823 ***Shares on Loan:** 0 **Shares Instructed:** 823
Total Ballots: 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
	<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>						
1.2	Elect Director Wallim Cruz De Vasconcellos Junior	Mgmt	Yes	For	For	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 Vincent Trius	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>						
1.4	Elect Director Andre Nogueira de Souza	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>						
1.5	Elect Director Farha Aslam	Mgmt	Yes	For	For	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 Joanita Karoleski	Mgmt	Yes	For	For	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 Michael L. 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>						
2.2	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>						
2.3	Elect Director Ajay Menon	Mgmt	Yes	For	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	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following reasons:- The provision for automatic accelerated vesting of equity awards upon a change-in-control event; and- A lack of all of the following risk-mitigating features: a clawback policy, stock ownership guidelines, and stock holding requirements.</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 2.01 percent of the fees paid to the auditor are for non-audit purposes.</i>						
5	Amend Article Five of the Certificate of Incorporation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The amendment will not have any immediate effect on the structure of the board but will maintain the presence of the three equity directors, which are appointed by the unaffiliated shareholders, regardless of whether the controlling shareholder's ownership percentage increases.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
6	Report on Reduction of Water Pollution	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as the company does not currently disclose policies to address water pollution beyond regulatory compliance. Such disclosure would better allow shareholders to assess how the company is managing related risks.									
7	Report on Integrating ESG Metrics Into Executive Compensation Program	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted because the company has several ESG-related controversies, and several peers have started integrating ESG metrics into executive compensation decisions and/or executive performance evaluations.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/16/2021	Auto-Approved	04/16/2021	823	823
Total Shares:							823	823	

Spirit AeroSystems Holdings, Inc.

Meeting Date: 04/28/2021	Country: USA	Primary Security ID: 848574109	Meeting ID: 1518091
Record Date: 03/02/2021	Meeting Type: Annual	Ticker: SPR	
Primary CUSIP: 848574109	Primary ISIN: US8485741099	Primary SEDOL: B1HMM57	Proxy Level: 0
Shares Voted: 1,499		Votable Shares: 1,499	*Shares on Loan: 0
Total Ballots: 1		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 Stephen A. Cambone	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: 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: 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: 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: Less than 30% of the board is diverse.</i>							
1e	Elect Director Thomas C. Gentile, 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: 07/01/2020 to 06/30/2021
 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
1f	Elect Director Richard A. Gephardt	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: 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: 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: 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: 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: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- A majority of equity awards to the CEO are not tied to performance-contingent pay elements;- Excessive differentials between CEO pay and the pay of other named executive officers at the firm;- High CEO pay in relation to company peer group CEO median pay levels; and- High CEO pay relative to company performance compared to the company's peers.</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	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	04/15/2021	Auto-Approved	04/15/2021	1,499	1,499
Total Shares:							1,499	1,499

Teledyne Technologies Incorporated

Meeting Date: 04/28/2021	Country: USA	Primary Security ID: 879360105	Meeting ID: 1512277
Record Date: 03/03/2021	Meeting Type: Annual	Ticker: TDY	
Primary CUSIP: 879360105	Primary ISIN: US8793601050	Primary SEDOL: 2503477	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Teledyne Technologies Incorporated

	Shares Voted: 402	Votable Shares: 402	*Shares on Loan: 0	Shares Instructed: 402
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Denise R. Cade	Mgmt	Yes	For	For	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 Simon M. Lorne	Mgmt	Yes	For	For	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 Wesley W. von Schack	Mgmt	Yes	For	For	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 23.31 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: 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	04/01/2021	Auto-Approved	04/01/2021	402	402
Total Shares:							402	402

The GEO Group, Inc.

Meeting Date: 04/28/2021	Country: USA	Primary Security ID: 36162J106	Meeting ID: 1519605
Record Date: 02/22/2021	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
			Shares Instructed: 517
Total Ballots: 1	Voting Policy: UUA		

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

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Reporting Period: 07/01/2020 to 06/30/2021
 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 Duane Helkowski	Mgmt	Yes	For	For	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 Scott M. Kernan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	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>						
1.7	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>						
1.8	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>						
1.9	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 no significant concerns were identified and pay and performance are reasonably aligned at this time.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						
6	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 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	04/14/2021	Auto-Approved	04/14/2021	517	517
Total Shares:							517	517

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The GEO Group, Inc.

Vistra Corp.

Meeting Date: 04/28/2021	Country: USA	Primary Security ID: 92840M102	Meeting ID: 1525008
Record Date: 03/16/2021	Meeting Type: Annual	Ticker: VST	
Primary CUSIP: 92840M102	Primary ISIN: US92840M1027	Primary SEDOL: BZ8VJQ8	Proxy Level: 3
	Shares Voted: 3,978	Votable Shares: 3,978	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,978

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	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>						
1.2	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>						
1.3	Elect Director Arcilia C. Acosta	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
1.5	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>						
1.6	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>						
1.7	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>						
1.8	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>						
1.9	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>						
1.10	Elect Director John R. 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>						
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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Vistra Corp.

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 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
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/07/2021	Auto-Approved	04/07/2021	3,978	3,978
Total Shares:							3,978	3,978	

Cantel Medical Corp.

Meeting Date: 04/29/2021	Country: USA	Primary Security ID: 138098108	Meeting ID: 1526583
Record Date: 04/01/2021	Meeting Type: Special	Ticker: CMD	
Primary CUSIP: 138098108	Primary ISIN: US1380981084	Primary SEDOL: 2188153	Proxy Level: 5
Shares Voted: 261	Votable Shares: 261	*Shares on Loan: 0	Shares Instructed: 261
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 merger consideration does not imply a premium to the unaffected share price; however, the unaffected price represented the company's 52-week high at the time and was above CMD's trading range prior to COVID-related market volatility, mitigating some of the concern that this may be an opportunistic offer. Moreover, the board appears to have conducted a reasonably thorough process, the strategic rationale for the combination is sound, and the significant equity component of the consideration allows shareholders to participate in the upside potential of the combined company.As such, support FOR the merger is warranted.</i>								
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against	
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although NEOs' golden parachute payments, including potential cash severance and equity acceleration, are double trigger, NEOs are entitled to receive problematic excise tax gross-ups pursuant to the merger agreement.</i>								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/19/2021	Auto-Approved	04/19/2021	261	261
Total Shares:							261	261

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Corning Incorporated

Meeting Date: 04/29/2021	Country: USA	Primary Security ID: 219350105	Meeting ID: 1518772
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: GLW	
Primary CUSIP: 219350105	Primary ISIN: US2193501051	Primary SEDOL: 2224701	Proxy Level: 3
	Shares Voted: 497	Votable Shares: 497	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 497

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 Roger W. Ferguson, 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>						
1g	Elect Director Deborah A. Henretta	Mgmt	Yes	For	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 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>						
1i	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>						
1j	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>						
1k	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>						
1l	Elect Director Hansel E. Tookes, II	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1n	Elect Director Mark S. Wrighton	Mgmt	Yes	For	For	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	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- High CEO pay relative to company performance compared to the company's peers;- Modified single trigger provisions in change-in-control agreements;- Excise tax gross-up provisions in existing agreements; and- The provision for automatic accelerated vesting of equity awards upon a change-in-control event.</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	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	04/01/2021	Auto-Approved	04/01/2021	497	497
Total Shares:							497	497

Global Payments Inc.

Meeting Date: 04/29/2021	Country: USA	Primary Security ID: 37940X102	Meeting ID: 1519607
Record Date: 03/05/2021	Meeting Type: Annual	Ticker: GPN	
Primary CUSIP: 37940X102	Primary ISIN: US37940X1028	Primary SEDOL: 2712013	Proxy Level: 3
Shares Voted: 495		Votable Shares: 495	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 495

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director F. Thaddeus Arroyo	Mgmt	Yes	For	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 H.B. Baldwin, 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 John G. Bruno	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Global Payments Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Kriss Cloninger, 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 William I Jacobs	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Joia 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>							
1g	Elect Director Ruth Ann Marshall	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Connie D. McDaniel	Mgmt	Yes	For	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 B. Plummer	Mgmt	Yes	For	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 Jeffrey S. Sloan	Mgmt	Yes	For	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 T. 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>							
1l	Elect Director M. Troy 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	Advisory 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. The CEO voluntarily waived his annual incentive award for the year in review and half of the company's regular equity awards are performance-conditioned. However, shareholders may wish to continue monitoring the company's practice of granting special one-time equity awards.</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 22.93 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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/25/2021	Auto-Approved	03/30/2021	495	495
Total Shares:							495	495

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Global Payments Inc.

Horizon Therapeutics Public Limited Company

Meeting Date: 04/29/2021	Country: Ireland	Primary Security ID: G46188101	Meeting ID: 1518314
Record Date: 02/24/2021	Meeting Type: Annual	Ticker: HZNP	
Primary CUSIP: G46188101	Primary ISIN: IE00BQPQVQZ61	Primary SEDOL: BQPQVQZ6	Proxy Level: N/A
	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 William F. Daniel	Mgmt	Yes	For	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 H. Thomas 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>							
1c	Elect Director Pascale Witz	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Approve 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 3.47 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. Although concerns are noted regarding the relatively high weighting of discretionarily-assessed strategic goals, and regarding certain COVID-related adjustments to annual and long-term incentive plans, pay and performance are reasonably aligned at this time. Half of long-term incentive awards are performance-based, and beginning in 2021 the company will use multi-year performance periods for each PSU metric.</i>							
4	Authorize Market Purchases or Overseas Market Purchases of Ordinary Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the 18-month duration of the authority, the lack of any recent buybacks by the company, and what is judged to be limited risk of reputational harm are deemed to mitigate concerns over a request for buyback authority during a continuing pandemic.</i>							
5	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	04/15/2021	Auto-Approved	04/15/2021	100	100
Total Shares:							100	100

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Horizon Therapeutics Public Limited Company

JBG SMITH Properties

Meeting Date: 04/29/2021	Country: USA	Primary Security ID: 46590V100	Meeting ID: 1518292
Record Date: 03/08/2021	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 Phyllis R. Caldwell	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 Scott A. Estes	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 Alan S. Forman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1d	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.</i>						
1e	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. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1f	Elect Director W. Matthew Kelly	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1g	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.</i>						
1h	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.</i>						
1i	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. 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>						
1j	Elect Director Steven Roth	Mgmt	Yes	For	Against	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. The nominee attended less than 75% of the board and committee meetings.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1k	Elect Director D. Ellen Shuman	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 Robert A. Stewart	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 and no significant concerns were identified 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 26.17 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 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;- The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/07/2021	Auto-Approved	04/07/2021	100	100
Total Shares:							100	100

Kimberly-Clark Corporation

Meeting Date: 04/29/2021	Country: USA	Primary Security ID: 494368103	Meeting ID: 1512930
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: KMB	
Primary CUSIP: 494368103	Primary ISIN: US4943681035	Primary SEDOL: 2491839	Proxy Level: 4
Shares Voted: 757	Votable Shares: 757	*Shares on Loan: 0	Shares Instructed: 757
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John W. 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1.2	Elect Director Robert W. Decherd	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director 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	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 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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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 17.48 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>						
5	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as reducing the ownership threshold to call a special meeting from 25 percent to 15 percent of outstanding shares would enhance shareholder rights.									
7	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as a written consent right would provide shareholders with an additional means of acting in between annual meetings.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/14/2021	Auto-Approved	04/14/2021	757	757
Total Shares:								757	757

Lazard Ltd

Meeting Date: 04/29/2021	Country: Bermuda	Primary Security ID: G54050102	Meeting ID: 1517684
Record Date: 03/04/2021	Meeting Type: Annual	Ticker: LAZ	
Primary CUSIP: G54050102	Primary ISIN: BMG540501027	Primary SEDOL: B081VQ7	Proxy Level: N/A
	Shares Voted: 1,062	Votable Shares: 1,062	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,062	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ann-Kristin Achleitner	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 Andrew M. Alper	Mgmt	Yes	For	For	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 Ashish Bhutani	Mgmt	Yes	For	For	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against	
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The equity program is estimated to be excessively dilutive (overriding factor);- The plan cost is excessive;- The three-year average burn rate is excessive; and- The plan allows broad discretion to accelerate vesting.								
4	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 4.66 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	04/05/2021	Auto-Approved	04/05/2021	1,062	1,062
Total Shares:							1,062	1,062

NRG Energy, Inc.

Meeting Date: 04/29/2021	Country: USA	Primary Security ID: 629377508	Meeting ID: 1516921
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: NRG	
Primary CUSIP: 629377508	Primary ISIN: US6293775085	Primary SEDOL: 2212922	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
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	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 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

NRG Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Elisabeth B. 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>							
1g	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>							
1h	Elect Director Paul W. Hobby	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>							
1j	Elect Director Anne C. Schaumburg	Mgmt	Yes	For	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 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. While the committee used discretion to increase the final annual incentive payouts, the overall plan is based on pre-set metrics with disclosed targets and long-term equity grants remain predominately performance-based.</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 20.95 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	04/01/2021	Auto-Approved	04/01/2021	691	691
Total Shares:							691	691

Snap-on Incorporated

Meeting Date: 04/29/2021	Country: USA	Primary Security ID: 833034101	Meeting ID: 1515758
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: SNA	
Primary CUSIP: 833034101	Primary ISIN: US8330341012	Primary SEDOL: 2818740	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Snap-on Incorporated

Total Ballots: 1		Shares Voted: 286	Votable Shares: 286			*Shares on Loan: 0	Shares Instructed: 286
Voting Policy: UUA							
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.							
1.4	Elect Director James P. Holden	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.5	Elect Director Nathan J. Jones	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.							
1.6	Elect Director Henry W. Kneuppel	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.7	Elect Director W. Dudley Lehman	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.9	Elect Director Gregg M. Sherrill	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.10	Elect Director Donald J. Stebbins	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is 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	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.35 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 as pay and performance were reasonably aligned for the year in review.							
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.							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Snap-on Incorporated

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/08/2021	Auto-Approved	04/08/2021	286	286
Total Shares:							286	286

The Goldman Sachs Group, Inc.

Meeting Date: 04/29/2021 Country: USA Primary Security ID: 38141G104 Meeting ID: 1519456
 Record Date: 03/01/2021 Meeting Type: Annual Ticker: GS

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

Shares Voted: 977 Votable Shares: 977 *Shares on Loan: 0 Shares Instructed: 977
 Total Ballots: 2 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Michele Burns	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Drew G. Faust	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Mark A. Flaherty	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Ellen J. Kullman	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 Lakshmi N. Mittal	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 Adebayo O. Ogunslesi	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 Peter Oppenheimer	Mgmt	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 David M. Solomon	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Jan E. Tighe	Mgmt	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: 07/01/2020 to 06/30/2021
 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
1j	Elect Director Jessica R. Uhl	Mgmt	Yes	For	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. 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>						
1l	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>						
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. Although guided by performance assessments, the NEO pay determinations remain ultimately discretionary, raising some concern. Investors increasingly prefer a formula-driven incentive pay design, which emphasizes objective determinations while appropriately balancing judiciously applied committee discretion. While this remains an ongoing concern, there are mitigating factors for the year in review. In connection with the 1MDB matter, the CEO's and certain NEOs performance year pay was reduced significantly. Moreover, the use of discretion has not resulted in a quantitative pay-for-performance misalignment for the year in review. Finally, the CEO's long-term incentives are based on clearly disclosed multi-year goals, and other NEOs' equity awards are at least half performance-based, reflecting a year-over-year improvement. Close shareholder monitoring of pay programs is warranted, particularly should CEO and company performance become misaligned going forward.</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 equity program is estimated to be excessively dilutive (overriding factor)- The plan cost is excessive- The three-year average burn rate is excessive- The estimated duration of available and proposed shares exceeds six years- The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary)- The plan permits liberal recycling of shares- The plan allows broad discretion to accelerate vesting</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>						
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 improve shareholder rights.</i>						
6	Report on the Impacts of Using Mandatory Arbitration	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as additional information on the company's policies regarding mandatory arbitration for harassment and discrimination cases would shed light on the practice and could result in improved recruitment and retention and also allow shareholders to better assess the risks associated with the company's use of arbitration agreements.</i>						
7	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as would further strengthen the company's commitment to the environmental and social goals of the Business Roundtable statement on the purpose of a corporation, where corporations endeavor to benefit all stakeholders, including customers, employees, suppliers, communities and shareholders.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
8	Report on Racial Equity Audit	SH	Yes	Against	Against	For	For		
Voting Policy Rationale: A vote FOR this resolution is warranted given that a racial equity audit would further enhance shareholders' ability to assess the company's diversity and inclusion policies.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/16/2021	Auto-Approved	04/16/2021	952	952
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	04/16/2021	Auto-Approved	04/16/2021	25	25
Total Shares:								977	977

TreeHouse Foods, Inc.

Meeting Date: 04/29/2021	Country: USA	Primary Security ID: 89469A104	Meeting ID: 1519619
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: THS	
Primary CUSIP: 89469A104	Primary ISIN: US89469A1043	Primary SEDOL: B095X84	Proxy Level: 3
Shares Voted: 551		Votable Shares: 551	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 551

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ashley 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>							
1.2	Elect Director Steven Oakland	Mgmt	Yes	For	For	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 Jill A. Rahman	Mgmt	Yes	For	For	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 3.74 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	04/02/2021	Auto-Approved	04/02/2021	551	551

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

TreeHouse Foods, Inc.

Total Shares: 551 551

Valero Energy Corporation

Meeting Date: 04/29/2021 **Country:** USA **Primary Security ID:** 91913Y100 **Meeting ID:** 1518863
Record Date: 03/03/2021 **Meeting Type:** Annual **Ticker:** VLO
Primary CUSIP: 91913Y100 **Primary ISIN:** US91913Y1001 **Primary SEDOL:** 2041364 **Proxy Level:** 3
Shares Voted: 1,205 **Votable Shares:** 1,205 ***Shares on Loan:** 0 **Shares Instructed:** 1,205
Total Ballots: 2 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director H. Paulett Eberhart	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Joseph W. Gorder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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: 07/01/2020 to 06/30/2021
 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	
1k	Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.								
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For	
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.								
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	04/01/2021	Auto-Approved	04/01/2021	1,105	1,105
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/01/2021	Auto-Approved	04/01/2021	100	100
Total Shares:							1,205	1,205

Aptiv PLC

Meeting Date: 04/30/2021	Country: Jersey	Primary Security ID: G6095L109	Meeting ID: 1516894
Record Date: 03/02/2021	Meeting Type: Annual	Ticker: APTV	
Primary CUSIP: G6095L109	Primary ISIN: JE00B783TY65	Primary SEDOL: B783TY6	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 222	Votable Shares: 222	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 222

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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>							
1b	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>							
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 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>							
1e	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Aptiv PLC

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	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>							
1g	Elect Director Merit E. Janow	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Sean O. Mahoney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Paul M. Meister	Mgmt	Yes	For	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 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>							
1k	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>							
1l	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>							
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 only 17.90 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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Excluding the incremental value associated with equity award modifications, CEO Clark's total pay declined year-over-year. Short-term incentives are linked to financial goals and equity awards are mostly performance-based with multi-year goals. However, there are concerns regarding the significant COVID-19 related modifications to incentive awards. Although the resulting STI payouts were somewhat reasonable, the modifications to closing-cycle LTI awards increased the earnouts significantly, and the committee also adjusted the financial goals for in-progress performance shares. Such modifications to in-progress and closing-cycle equity awards are generally not viewed as an appropriate reaction to COVID-19 by investors.</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/30/2021	Auto-Approved	03/31/2021	222	222
Total Shares:							222	222

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

AT&T Inc.

Meeting Date: 04/30/2021	Country: USA	Primary Security ID: 00206R102	Meeting ID: 1515103
Record Date: 03/02/2021	Meeting Type: Annual	Ticker: T	
Primary CUSIP: 00206R102	Primary ISIN: US00206R1023	Primary SEDOL: 2831811	Proxy Level: 3
Total Ballots: 2	Shares Voted: 10,681	Votable Shares: 10,681	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 10,681

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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>						
1b	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>						
1c	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>						
1d	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>						
1e	Elect Director Debra L. Lee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
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 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>						
1l	Elect Director Geoffrey Y. Yang	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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: 07/01/2020 to 06/30/2021
 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
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 12.89 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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Incentive programs are performance-based and there was a reduction in target pay for the new CEO in FY20. However, there are certain concerns surrounding one-time pay decisions made in FY20. Specifically, incoming NEO Kilar's base salary was set at \$2.5 million, which is above that of the current and former CEO. Also, NEO McAtee received a significant time-vesting "career retention grant", valued at \$9 million, the rationale for which is not considered compelling. Most concerning is the magnitude and structure of a sign-on equity award granted to NEO Kilar, valued at \$48 million, which also lacks performance criteria and vests solely over time.</i>							
4	Lower Ownership Threshold for Action by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the threshold required to exercise 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	04/09/2021	Auto-Approved	04/09/2021	10,550	10,550
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/09/2021	Auto-Approved	04/09/2021	131	131
Total Shares:							10,681	10,681

CryoPort, Inc.

Meeting Date: 04/30/2021	Country: USA	Primary Security ID: 229050307	Meeting ID: 1517680
Record Date: 03/05/2021	Meeting Type: Annual	Ticker: CYRX	
Primary CUSIP: 229050307	Primary ISIN: US2290503075	Primary SEDOL: BY2ZKK0	Proxy Level: 3
	Shares Voted: 1,768	Votable Shares: 1,768	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,768	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda Baddour	Mgmt	Yes	For	For	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 Berman	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CryoPort, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Daniel M. Hancock	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director Robert Hariri	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. WITHHOLD votes are warranted for Robert (Bob) Hariri for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Ram M. Jagannath	Mgmt	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 Ramkumar Mandalam	Mgmt	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 Jerrell W. Shelton	Mgmt	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 Edward J. Zecchini	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 35.09 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. The compensation committee demonstrated adequate responsiveness to shareholders' concerns regarding the previous year's low say-on-pay vote. Engagement efforts and shareholders' specific feedback are disclosed, and meaningful changes were made to the pay program. For example, certain disclosures were improved, mitigators for compensation-related risks were implemented, and performance-conditioned stock options were introduced for FY21. However, shareholders would benefit from greater disclosure regarding the pre-set target goals and achieved results for the financial metrics utilized under the annual incentive.							
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 disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary);- The plan permits liberal recycling of shares; and- The plan allows broad discretion to accelerate vesting.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/16/2021	Auto-Approved	04/16/2021	1,768	1,768
Total Shares:							1,768	1,768

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CryoPort, Inc.

Kellogg Company

Meeting Date: 04/30/2021	Country: USA	Primary Security ID: 487836108	Meeting ID: 1514170
Record Date: 03/02/2021	Meeting Type: Annual	Ticker: K	
Primary CUSIP: 487836108	Primary ISIN: US4878361082	Primary SEDOL: 2486813	Proxy Level: 3
	Shares Voted: 478	Votable Shares: 478	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 478

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carter Cast	Mgmt	Yes	For	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 Zack Gund	Mgmt	Yes	For	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 Don 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>							
1d	Elect Director Mike Schlotman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that pay and performance are reasonably aligned at this time. Annual and long-term incentives are primarily performance-based, and long-term performance awards rely on multiyear performance periods.</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 5.50 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	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 would enhance shareholder rights.</i>							
5	Provide Right to Call A Special Meeting	SH	Yes	None	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as providing the right to call a special meeting would enhance shareholders' rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/09/2021	Auto-Approved	04/09/2021	478	478
Total Shares:							478	478

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Kellogg Company

Teleflex Incorporated

Meeting Date: 04/30/2021	Country: USA	Primary Security ID: 879369106	Meeting ID: 1522995
Record Date: 03/05/2021	Meeting Type: Annual	Ticker: TFX	
Primary CUSIP: 879369106	Primary ISIN: US8793691069	Primary SEDOL: 2881407	Proxy Level: 3
	Shares Voted: 56	Votable Shares: 56	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 56

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Candace H. Duncan	Mgmt	Yes	For	For	Against	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 K. Klasko	Mgmt	Yes	For	For	Against	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 Stuart A. Randle	Mgmt	Yes	For	For	Against	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. While the committee used discretion to award bonuses, the rationale and the magnitude of the bonuses appear reasonable.</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 16.42 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Declassify the Board of Directors	SH	Yes	None	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/01/2021	Auto-Approved	04/01/2021	56	56
Total Shares:							56	56

Berkshire Hathaway Inc.

Meeting Date: 05/01/2021	Country: USA	Primary Security ID: 084670702	Meeting ID: 1516627
Record Date: 03/03/2021	Meeting Type: Annual	Ticker: BRK.B	
Primary CUSIP: 084670702	Primary ISIN: US0846707026	Primary SEDOL: 2073390	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Berkshire Hathaway Inc.

Shares Voted: 2,627

Votable Shares: 2,627

*Shares on Loan: 0

Shares Instructed: 2,627

Total Ballots: 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>						
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	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 Susan (Sue) Decker, David Gottesman, Walter Scott Jr., and Meryl Witmer in the absence of a management say-on-pay proposal. CEO Buffett's compensation continues to be minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure continues to be minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. In addition, a cautionary vote FOR board chairman Buffett is warranted because the company's BHE subsidiary is a laggard in its industry as it does not set near-term and long-term GHG emissions targets, commit to being net-zero by 2050, or report its climate-related risks and opportunities along TCFD guidelines. 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	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Susan (Sue) Decker, David Gottesman, Walter Scott Jr., and Meryl Witmer in the absence of a management say-on-pay proposal. CEO Buffett's compensation continues to be minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure continues to be minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. In addition, a cautionary vote FOR board chairman Buffett is warranted because the company's BHE subsidiary is a laggard in its industry as it does not set near-term and long-term GHG emissions targets, commit to being net-zero by 2050, or report its climate-related risks and opportunities along TCFD guidelines. 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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1.11	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	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Susan (Sue) Decker, David Gottesman, Walter Scott Jr., and Meryl Witmer in the absence of a management say-on-pay proposal. CEO Buffett's compensation continues to be minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure continues to be minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. In addition, a cautionary vote FOR board chairman Buffett is warranted because the company's BHE subsidiary is a laggard in its industry as it does not set near-term and long-term GHG emissions targets, commit to being net-zero by 2050, or report its climate-related risks and opportunities along TCFD guidelines. 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	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Susan (Sue) Decker, David Gottesman, Walter Scott Jr., and Meryl Witmer in the absence of a management say-on-pay proposal. CEO Buffett's compensation continues to be minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure continues to be minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. In addition, a cautionary vote FOR board chairman Buffett is warranted because the company's BHE subsidiary is a laggard in its industry as it does not set near-term and long-term GHG emissions targets, commit to being net-zero by 2050, or report its climate-related risks and opportunities along TCFD guidelines. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Report on Climate-Related Risks and Opportunities	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an assessment of the company's climate-related risks and opportunities would allow shareholders to better understand how the company is managing systemic risks posed by climate change and the transition to a low carbon economy.</i>							
3	Publish Annually a Report Assessing Diversity and Inclusion Efforts	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted due to:- the absence of information regarding comprehensive company diversity-related policies, programs or metrics; and- the potential benefits for shareholders of increased reporting of diversity-related efforts and program effectiveness.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/21/2021	Auto-Approved	04/21/2021	2,627	2,627
Total Shares:							2,627	2,627

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Aflac Incorporated

Meeting Date: 05/03/2021 **Country:** USA **Primary Security ID:** 001055102 **Meeting ID:** 1518588
Record Date: 02/23/2021 **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>							
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. Annual incentives were based on pre-set financial performance metrics and equity incentives are entirely performance conditioned.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Aflac Incorporated

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
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/01/2021	Auto-Approved	04/01/2021	1,117	1,117
Total Shares:							1,117	1,117	

Eli Lilly and Company

Meeting Date: 05/03/2021	Country: USA	Primary Security ID: 532457108	Meeting ID: 1519635
Record Date: 02/22/2021	Meeting Type: Annual	Ticker: LLY	
Primary CUSIP: 532457108	Primary ISIN: US5324571083	Primary SEDOL: 2516152	Proxy Level: 3
	Shares Voted: 407	Votable Shares: 407	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 407

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine Baicker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director J. Erik Fyrwald	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Jamere 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>							
1d	Elect Director Gabrielle Sulzberger	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Jackson P. Tai	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Jackson Tai 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>							
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. Annual and long-term incentive programs are majority performance-based and equity awards rely on multiyear performance periods.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Eli Lilly and Company

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 15.61 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 would enhance board accountability to shareholders and the company's continuing submission of the proposal demonstrates a commitment to shareholders' interests on the part of management.</i>							
5	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Eliminating the 80 percent supermajority voting requirements will enable shareholders to have a meaningful voice in various board and corporate transactions that impact their rights, thus enhancing the company's corporate governance structure. Further, by resubmitting this proposal after it failed to pass in prior years, the company is demonstrating a commitment to shareholders' interests.</i>							
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure 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>							
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. 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>							
8	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>							
9	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	04/19/2021	Auto-Approved	04/19/2021	407	407
Total Shares:							407	407

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Planet Fitness, Inc.

Meeting Date: 05/03/2021	Country: USA	Primary Security ID: 72703H101	Meeting ID: 1519042
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: PLNT	
Primary CUSIP: 72703H101	Primary ISIN: US72703H1014	Primary SEDOL: BYSFJV8	Proxy Level: 3
	Shares Voted: 3,748	Votable Shares: 3,748	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 3,748

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christopher Rondeau	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Christopher (Chris) Rondeau and Frances Rathke 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.</i>							
1.2	Elect Director Frances Rathke	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is retired from active employment and sits on boards at more than 5 public companies. WITHHOLD votes are warranted for director nominees Christopher (Chris) Rondeau and Frances Rathke 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.</i>							
1.3	Elect Director Bernard Acoca	Mgmt	Yes	For	For	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 8.61 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	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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/01/2021	Auto-Approved	04/01/2021	228	228
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/01/2021	Auto-Approved	04/01/2021	3,520	3,520
Total Shares:							3,748	3,748

TopBuild Corp.

Meeting Date: 05/03/2021	Country: USA	Primary Security ID: 89055F103	Meeting ID: 1521445
Record Date: 03/04/2021	Meeting Type: Annual	Ticker: BLD	
Primary CUSIP: 89055F103	Primary ISIN: US89055F1030	Primary SEDOL: BZ0P3W2	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

TopBuild Corp.

Shares Voted: 1,083 **Votable Shares:** 1,083 ***Shares on Loan:** 0 **Shares Instructed:** 1,083
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 Alec C. Covington	Mgmt	Yes	For	For	Against	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 Robert Buck	Mgmt	Yes	For	For	Against	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 Carl T. Camden	Mgmt	Yes	For	For	Against	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 S. Cantie	Mgmt	Yes	For	For	Against	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 Tina M. Donikowski	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1f	Elect Director Mark A. Petrarca	Mgmt	Yes	For	For	Against	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 Nancy M. Taylor	Mgmt	Yes	For	For	Against	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 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	03/30/2021	Auto-Approved	04/01/2021	1,083	1,083
Total Shares:							1,083	1,083

Trinity Industries, Inc.

Meeting Date: 05/03/2021 **Country:** USA **Primary Security ID:** 896522109 **Meeting ID:** 1526373
Record Date: 03/12/2021 **Meeting Type:** Annual **Ticker:** TRN
Primary CUSIP: 896522109 **Primary ISIN:** US8965221091 **Primary SEDOL:** 2904627 **Proxy Level:** 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Trinity Industries, Inc.

	Shares Voted: 310	Votable Shares: 310	*Shares on Loan: 0	Shares Instructed: 310
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William P. Ainsworth	Mgmt	Yes	For	For	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 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>						
1.3	Elect Director John J. Diez	Mgmt	Yes	For	For	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 Leldon E. Echols	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 Tyrone M. 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>						
1.6	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>						
1.7	Elect Director E. Jean Savage	Mgmt	Yes	For	For	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 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>						
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 7.79 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	04/12/2021	Auto-Approved	04/12/2021	310	310
Total Shares:							310	310

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Albemarle Corporation

Meeting Date: 05/04/2021	Country: USA	Primary Security ID: 012653101	Meeting ID: 1520712
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: ALB	
Primary CUSIP: 012653101	Primary ISIN: US0126531013	Primary SEDOL: 2046853	Proxy Level: 3
	Shares Voted: 436	Votable Shares: 436	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 436

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 are reasonably aligned at this time. While the new CEO received only time-based equity during the year in review, his future regular equity awards will consist of 50 percent PSUs, which are conditioned on long-term financial performance. Additionally, annual incentive awards are primarily based on objective financial performance.</i>						
2a	Elect Director Mary Lauren 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>						
2b	Elect Director J. Kent Masters, 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>						
2c	Elect Director Glenda J. Minor	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2d	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>						
2e	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>						
2f	Elect Director Dean L. Seavers	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2g	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>						
2h	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>						
2i	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Albemarle 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	03/31/2021	Auto-Approved	04/04/2021	436	436
Total Shares:							436	436

American Express Company

Meeting Date: 05/04/2021 **Country:** USA **Primary Security ID:** 025816109 **Meeting ID:** 1519580
Record Date: 03/08/2021 **Meeting Type:** Annual **Ticker:** AXP

Primary CUSIP: 025816109 **Primary ISIN:** US0258161092 **Primary SEDOL:** 2026082 **Proxy Level:** 3

Shares Voted: 476 **Votable Shares:** 476 ***Shares on Loan:** 0 **Shares Instructed:** 476
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 J. Baltimore	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Charlene Barshefsky	Mgmt	Yes	For	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. 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>							
1d	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>							
1e	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>							
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 Charles E. Phillips	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

American Express Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	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>							
1k	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>							
1l	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>							
1m	Elect Director Lisa W. Wardell	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>							
1o	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 1.73 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 were reasonably aligned for the year in review. Although shareholders would continue to benefit from improved disclosure under the bonus program, pre-set objective measures determine the bulk of the payout (which was well below target) and a majority of equity awards for the 2020 performance year were subject to rigorous, multi-year performance goals which are clearly disclosed.</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	Publish Annually a Report Assessing Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of the company's diversity, equity and inclusion efforts and 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	04/21/2021	Auto-Approved	04/21/2021	476	476
Total Shares:							476	476

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Baxter International Inc.

Meeting Date: 05/04/2021	Country: USA	Primary Security ID: 071813109	Meeting ID: 1520304
Record Date: 03/11/2021	Meeting Type: Annual	Ticker: BAX	
Primary CUSIP: 071813109	Primary ISIN: US0718131099	Primary SEDOL: 2085102	Proxy Level: 3
	Shares Voted: 684	Votable Shares: 684	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 684

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose (Joe) E. Almeida	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Thomas F. Chen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director John D. Forsyth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director 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>						
1e	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>						
1f	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>						
1g	Elect Director Stephen N. Oesterle	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
1i	Elect Director Thomas T. Stallkamp	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	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>						
1k	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>						
1l	Elect Director David S. Wilkes	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Baxter International Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- A majority of equity awards to the CEO are not tied to performance-contingent pay elements;- Excessive differentials between CEO pay and the pay of other named executive officers at the firm;- High CEO pay in relation to company peer group CEO median pay levels; and- High CEO pay relative to company performance compared to the company s peers.</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 1.45 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	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 offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</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	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	04/22/2021	Auto-Approved	04/22/2021	684	684
Total Shares:							684	684

Bristol-Myers Squibb Company

Meeting Date: 05/04/2021	Country: USA	Primary Security ID: 110122108	Meeting ID: 1522149
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: BMY	
Primary CUSIP: 110122108	Primary ISIN: US1101221083	Primary SEDOL: 2126335	Proxy Level: 4
Shares Voted: 2,361		Votable Shares: 2,361	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 2,361

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: 07/01/2020 to 06/30/2021
 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
<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 W. Bonney	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 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>							
1D	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>							
1E	Elect Director Paula A. Price	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1F	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>							
1G	Elect Director Theodore R. Samuels	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 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>							
1I	Elect Director Karen H. Vousden	Mgmt	Yes	For	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 Phyllis R. Yale	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							
3	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 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 29.37 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: 07/01/2020 to 06/30/2021
 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
5	Reduce Ownership Threshold for Special Shareholder Meetings to 15%	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this binding proposal is warranted, as reducing the ownership threshold to call a special meeting from 25 percent to 15 percent of outstanding shares would enhance shareholder rights.</i>							
6	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>							
7	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a written consent right would provide shareholders with an additional means of acting in between annual meetings.</i>							
8	Reduce Ownership Threshold for Special Shareholder Meetings to 10%	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent (or 15 percent, if Item 5 is approved) 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	04/21/2021	Auto-Approved	04/21/2021	2,237	2,237
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/21/2021	Auto-Approved	04/21/2021	124	124
Total Shares:							2,361	2,361

CF Industries Holdings, Inc.

Meeting Date: 05/04/2021	Country: USA	Primary Security ID: 125269100	Meeting ID: 1520648
Record Date: 03/11/2021	Meeting Type: Annual	Ticker: CF	
Primary CUSIP: 125269100	Primary ISIN: US1252691001	Primary SEDOL: B0G4K50	Proxy Level: 3
	Shares Voted: 362	Votable Shares: 362	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 362

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Javed Ahmed	Mgmt	Yes	For	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 C. Arzbaecher	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CF Industries Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Deborah L. DeHaas	Mgmt	Yes	For	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 W. Eaves	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Stephen A. Furbacher	Mgmt	Yes	For	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 J. Hagge	Mgmt	Yes	For	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 P. Noonan	Mgmt	Yes	For	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 J. Toelle	Mgmt	Yes	For	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 Theresa E. Wagler	Mgmt	Yes	For	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 Celso 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>						
1k	Elect Director W. Anthony Will	Mgmt	Yes	For	For	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. The annual incentives are entirely based on pre-set performance goals and equity awards are primarily performance-based.</i>						
3	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as Delaware courts are considered an appropriate forum for the resolution of internal corporate claims arising under Delaware law, while requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.</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 none 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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CF Industries Holdings, Inc.

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/05/2021	Auto-Approved	04/05/2021	362	362
Total Shares:							362	362

Colony Capital, Inc.

Meeting Date: 05/04/2021	Country: USA	Primary Security ID: 19626G108	Meeting ID: 1524991
Record Date: 03/18/2021	Meeting Type: Annual	Ticker: CLNY	
Primary CUSIP: 19626G108	Primary ISIN: US19626G1085	Primary SEDOL: BG5QFV0	Proxy Level: 3
	Shares Voted: 3,603	Votable Shares: 3,603	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 3,603	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shaka Rasheed	Mgmt	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 J. Braxton Carter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Gregory J. McCray	Mgmt	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 Jeannie H. Diefenderfer	Mgmt	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 Marc C. Ganzi	Mgmt	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 Dale Anne Reiss	Mgmt	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 Jon A. Fosheim	Mgmt	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 Nancy A. Curtin	Mgmt	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 J. Barrack, 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.						
1.10	Elect Director John L. Steffens	Mgmt	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: 07/01/2020 to 06/30/2021
 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	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted. The compensation committee demonstrated sufficient responsiveness to last year's failed say-on-pay vote. In addition, while concerns are raised with the payment of significant discretionary bonuses, these are mitigated by half of equity awards being performance-based, a cap on payouts when TSR is negative, and prior cycle performance awards vesting below target in line with performance.								
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 18.92 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	04/13/2021	Auto-Approved	04/13/2021	3,603	3,603
Total Shares:							3,603	3,603

Edwards Lifesciences Corporation

Meeting Date: 05/04/2021	Country: USA	Primary Security ID: 28176E108	Meeting ID: 1520972
Record Date: 03/10/2021	Meeting Type: Annual	Ticker: EW	
Primary CUSIP: 28176E108	Primary ISIN: US28176E1082	Primary SEDOL: 2567116	Proxy Level: 4
Shares Voted: 3,555		Votable Shares: 3,555	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 3,555

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kieran T. Gallahue	Mgmt	Yes	For	For	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 Leslie S. Heisz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Paul A. LaViolette	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Steven R. Loranger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1.6	Elect Director Michael A. Mussallem	Mgmt	Yes	For	For	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 Ramona Sequeira	Mgmt	Yes	For	For	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 Nicholas J. Valeriani	Mgmt	Yes	For	For	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. While the COVID-related changes to the annual incentive plan resulted in an increased use of discretion when determining payouts, the company clearly discloses the rationale for this change, and additional discretion was used to reduce payouts.</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	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable discount, and has limits on employee contributions.</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 11.36 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>						
7	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	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 its workforce issues.</i>						

Ballot Details								
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	04/21/2021	Auto-Approved	04/21/2021	3,555	3,555
Total Shares:							3,555	3,555

*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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Evergy, Inc.

Meeting Date: 05/04/2021	Country: USA	Primary Security ID: 30034W106	Meeting ID: 1521284
Record Date: 03/18/2021	Meeting Type: Annual	Ticker: EVRG	
Primary CUSIP: 30034W106	Primary ISIN: US30034W1062	Primary SEDOL: BFMXGR0	Proxy Level: 3
	Shares Voted: 1,279	Votable Shares: 1,279	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,279

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David A. 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>						
1b	Elect Director Mollie Hale 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 Thomas D. Hyde	Mgmt	Yes	For	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 B. Anthony Isaac	Mgmt	Yes	For	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 M. Keglevic	Mgmt	Yes	For	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. Landrieu	Mgmt	Yes	For	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 Sandra A.J. Lawrence	Mgmt	Yes	For	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 Ann D. Murtlow	Mgmt	Yes	For	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 Sandra J. Price	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Mark A. Ruelle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director S. Carl Soderstrom, 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 John Arthur Stall	Mgmt	Yes	For	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 C. John Wilder	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Energys, 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 CEO pay and company performance are reasonably aligned at this time. Annual incentive awards are based on a variety of objective financial and operational metrics, and the majority of equity awards are conditioned on long-term relative performance.									
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 2.50 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	04/07/2021	Auto-Approved	04/07/2021	1,279	1,279
Total Shares:								1,279	1,279

Fortune Brands Home & Security, Inc.

Meeting Date: 05/04/2021	Country: USA	Primary Security ID: 34964C106	Meeting ID: 1520268
Record Date: 03/05/2021	Meeting Type: Annual	Ticker: FBHS	
Primary CUSIP: 34964C106	Primary ISIN: US34964C1062	Primary SEDOL: B3MC7D6	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 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>							
1b	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>							
1c	Elect Director Jeffery S. 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>							
1d	Elect Director Ronald V. Waters, 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 PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.47 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Fortune Brands Home & Security, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted. The company continues to condition the majority of its compensation on objective financial performance metrics, which resulted in an alignment between CEO pay and company performance for the year in review.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/29/2021	Auto-Approved	04/04/2021	100	100
Total Shares:							100	100

General Electric Company

Meeting Date: 05/04/2021	Country: USA	Primary Security ID: 369604103	Meeting ID: 1520269
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: GE	
Primary CUSIP: 369604103	Primary ISIN: US3696041033	Primary SEDOL: 2380498	Proxy Level: 3
Shares Voted: 19,203	Votable Shares: 19,203	*Shares on Loan: 0	Shares Instructed: 19,203
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 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>							
1b	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>							
1c	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>							
1d	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>							
1e	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>							
1f	Elect Director Thomas 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1g	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>						
1h	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>						
1i	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>						
1j	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>						
1k	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>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee replaced the CEO's 2018 new hire award with a \$57 million grant which requires a lower stock price goal than the original award. Mid-cycle adjustments to performance equity grants are generally considered to be problematic, particularly when the changes both increase the value of the award and decrease the performance level needed to earn it. In addition, although none of the corporate financial thresholds in the annual incentive program were met, the committee used its discretion to fund the bonus pool at 80 percent of target. Lastly, the company provided the new head of the aviation business with an unusual \$2.5 million one-time housing allowance, in connection with his other relocation benefits.</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	Approve Reverse Stock Split	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the number of authorized shares will be reduced in proportion to the reverse split.</i>						
5	Require More Director Nominations Than Open Seats	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the proponent has not made a compelling case that the proposed change in the director election process would improve the composition of the board or the performance of the company.</i>						
6	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>						
7	Report on Meeting the Criteria of the Net Zero Indicator	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company and its shareholders are likely to benefit from a review of how the company's efforts are aligned with achieving net zero emissions and it is supported by the board.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

General Electric 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	04/16/2021	Auto-Approved	04/16/2021	19,203	19,203
Total Shares:							19,203	19,203

Hubbell Incorporated

Meeting Date: 05/04/2021 Country: USA Primary Security ID: 443510607 Meeting ID: 1520309
 Record Date: 03/05/2021 Meeting Type: Annual Ticker: HUBB

Primary CUSIP: 443510607 Primary ISIN: US4435106079 Primary SEDOL: BDFG6S3 Proxy Level: 3

Shares Voted: 203 Votable Shares: 203 *Shares on Loan: 0 Shares Instructed: 203
 Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gerben W. Bakker	Mgmt	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 Carlos M. Cardoso	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.							
1.3	Elect Director Anthony J. Guzzi	Mgmt	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 Rhett A. Hernandez	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Neal J. Keating	Mgmt	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 Bonnie C. Lind	Mgmt	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. Malloy	Mgmt	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 Jennifer M. Pollino	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 John G. Russell	Mgmt	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Hubbell Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.10	Elect Director Steven R. Shawley	Mgmt	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 Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 1.57 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	04/06/2021	Auto-Approved	04/06/2021	203	203
Total Shares:							203	203	

Pentair plc

Meeting Date: 05/04/2021	Country: Ireland	Primary Security ID: G7S00T104	Meeting ID: 1519614
Record Date: 03/05/2021	Meeting Type: Annual	Ticker: PNR	
Primary CUSIP: G7S00T104	Primary ISIN: IE00BLS09M33	Primary SEDOL: BLS09M3	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 331	Votable Shares: 331	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 331

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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	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>							
1c	Elect Director T. Michael Glenn	Mgmt	Yes	For	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 Theodore L. 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 Gregory E. Knight	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1f	Elect Director David A. 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>							
1g	Elect Director Michael T. Speetzen	Mgmt	Yes	For	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. Stauch	Mgmt	Yes	For	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 Billie I. 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	Advisory 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 financial performance metrics and half of equity incentives were performance-based, with a multi-year performance period.</i>							
3	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 15.47 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Non-Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because:- the plan does not reserve any shares and is therefore not dilutive to shareholders;- the plan is broad-based; and- there are limits on employee contributions.</i>							
5	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>							
6	Authorize Board to Opt-Out 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>							
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no concerns have been identified.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/01/2021	Auto-Approved	04/01/2021	331	331
Total Shares:							331	331

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Pentair plc

Pretium Resources Inc.

Meeting Date: 05/04/2021	Country: Canada	Primary Security ID: 74139C102	Meeting ID: 1509110
Record Date: 03/24/2021	Meeting Type: Annual/Special	Ticker: PVG	
Primary CUSIP: 74139C102	Primary ISIN: CA74139C1023	Primary SEDOL: B57Q8S9	Proxy Level: 1
	Shares Voted: 497	Votable Shares: 497	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 497

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Eight	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR this routine resolution.</i>						
2.1	Elect Director Richard O'Brien	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.2	Elect Director Jacques Perron	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.3	Elect Director George Paspalas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.4	Elect Director David Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.5	Elect Director Faheem Tejani	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.6	Elect Director Jeane Hull	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.7	Elect Director Thomas Peregoodoff	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.8	Elect Director Maryse Saint-Laurent	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
3	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 (0 percent) were reasonable relative to total fees paid to the auditor.</i>						
4	Approve Advance Notice Policy Amendment	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST this resolution as the ANP provides the board with flexibility and authority to request additional disclosure from nominees.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Pretium Resources Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
5	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/19/2021	Auto-Approved	04/19/2021	497	497
Total Shares:							497	497	

TransAlta Corporation

Meeting Date: 05/04/2021	Country: Canada	Primary Security ID: 89346D107	Meeting ID: 1508993
Record Date: 03/24/2021	Meeting Type: Annual/Special	Ticker: TA	
Primary CUSIP: 89346D107	Primary ISIN: CA89346D1078	Primary SEDOL: 2901628	Proxy Level: 3
Shares Voted: 2,005		Votable Shares: 2,005	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,005

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rona H. Ambrose	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Ronalee (Rona) Ambrose, Alan Fohrer and Sandra Sharman for lack of diversity on the board. Votes FOR the remaining nominees are warranted.							
1.2	Elect Director John P. Dielwart	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Ronalee (Rona) Ambrose, Alan Fohrer and Sandra Sharman for lack of diversity on the board. Votes FOR the remaining nominees are warranted.							
1.3	Elect Director Alan J. Fohrer	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Ronalee (Rona) Ambrose, Alan Fohrer and Sandra Sharman for lack of diversity on the board. Votes FOR the remaining nominees are warranted.							
1.4	Elect Director Laura W. Folse	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Ronalee (Rona) Ambrose, Alan Fohrer and Sandra Sharman for lack of diversity on the board. Votes FOR the remaining nominees are warranted.							
1.5	Elect Director Harry Goldgut	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Ronalee (Rona) Ambrose, Alan Fohrer and Sandra Sharman for lack of diversity on the board. Votes FOR the remaining nominees are warranted.							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

TransAlta Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director John H. Kousinioris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Ronalee (Rona) Ambrose, Alan Fohrer and Sandra Sharman for lack of diversity on the board. Votes FOR the remaining nominees are warranted.</i>						
1.7	Elect Director Thomas M. O'Flynn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Ronalee (Rona) Ambrose, Alan Fohrer and Sandra Sharman for lack of diversity on the board. Votes FOR the remaining nominees are warranted.</i>						
1.8	Elect Director Beverlee F. Park	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Ronalee (Rona) Ambrose, Alan Fohrer and Sandra Sharman for lack of diversity on the board. Votes FOR the remaining nominees are warranted.</i>						
1.9	Elect Director Bryan D. Pinney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Ronalee (Rona) Ambrose, Alan Fohrer and Sandra Sharman for lack of diversity on the board. Votes FOR the remaining nominees are warranted.</i>						
1.10	Elect Director James Reid	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Ronalee (Rona) Ambrose, Alan Fohrer and Sandra Sharman for lack of diversity on the board. Votes FOR the remaining nominees are warranted.</i>						
1.11	Elect Director Sandra R. Sharman	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Ronalee (Rona) Ambrose, Alan Fohrer and Sandra Sharman for lack of diversity on the board. Votes FOR the remaining nominees are warranted.</i>						
1.12	Elect Director Sarah A. Slusser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Ronalee (Rona) Ambrose, Alan Fohrer and Sandra Sharman for lack of diversity on the board. Votes FOR the remaining nominees are warranted.</i>						
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
4	Approve Share Unit Plan	Mgmt	Yes	For	For	For	For
5	Amend Stock Option Plan	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/21/2021	Auto-Approved	04/21/2021	2,005	2,005
Total Shares:							2,005	2,005

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

TransAlta Corporation

Biohaven Pharmaceutical Holding Company Ltd.

Meeting Date: 05/05/2021	Country: Virgin Isl (UK)	Primary Security ID: G11196105	Meeting ID: 1522981
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: BHVN	
Primary CUSIP: G11196105	Primary ISIN: VGG111961055	Primary SEDOL: BZ8FXC4	Proxy Level: N/A
	Shares Voted: 1,646	Votable Shares: 1,646	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,646

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julia P. Gregory	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. A vote AGAINST Julia Gregory and Michael Heffernan 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.</i>							
1b	Elect Director Michael T. Heffernan	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. A vote AGAINST Julia Gregory and Michael Heffernan 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.</i>							
1c	Elect Director Robert J. Hugin	Mgmt	Yes	For	For	Against	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 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>							

Ballot Details

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	04/01/2021	Auto-Approved	04/05/2021	1,646	1,646
Total Shares:							1,646	1,646

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Brunswick Corporation

Meeting Date: 05/05/2021	Country: USA	Primary Security ID: 117043109	Meeting ID: 1519384
Record Date: 03/10/2021	Meeting Type: Annual	Ticker: BC	
Primary CUSIP: 117043109	Primary ISIN: US1170431092	Primary SEDOL: 2149309	Proxy Level: 3
	Shares Voted: 3,030	Votable Shares: 3,030	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,030

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nancy E. Cooper	Mgmt	Yes	For	For	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 C. Everitt	Mgmt	Yes	For	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 Fils-Aime	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Lauren P. 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>						
1e	Elect Director David M. 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>						
1f	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>						
1g	Elect Director David V. Singer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Jane L. Warner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	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>						
1j	Elect Director Roger J. 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>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and- Excessive differentials between CEO pay and the pay of other named executive officers at the firm.</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 14.72 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Brunswick 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	03/30/2021	Auto-Approved	04/05/2021	3,030	3,030
Total Shares:							3,030	3,030

Bunge Limited

Meeting Date: 05/05/2021 **Country:** Bermuda **Primary Security ID:** G16962105 **Meeting ID:** 1520928
Record Date: 03/08/2021 **Meeting Type:** Annual **Ticker:** BG

Primary CUSIP: G16962105 **Primary ISIN:** BMG169621056 **Primary SEDOL:** 2788713 **Proxy Level:** N/A

Shares Voted: 862 **Votable Shares:** 862 ***Shares on Loan:** 0 **Shares Instructed:** 862

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 Carol M. Browner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director 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>							
1d	Elect Director J. Erik Fyrwald	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Gregory 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>							
1f	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>							
1g	Elect Director Kathleen Hyle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director 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>							
1i	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 the company demonstrated sufficient responsiveness to last year's failed say-on-pay vote. In addition, pay and performance are reasonably aligned at this time.</i>							
3	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 1.15 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	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; and- The plan does not allow for repricing of stock options without prior shareholder approval.</i>							
5	Report on the Soy Supply Chain	SH	Yes	For	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. The company supports this proposal and has committed to issue a report consistent with the report requested by the proponents.</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 requirements would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2021	Auto-Approved	04/23/2021	862	862
Total Shares:							862	862

Carlisle Companies Incorporated

Meeting Date: 05/05/2021	Country: USA	Primary Security ID: 142339100	Meeting ID: 1520647
Record Date: 03/10/2021	Meeting Type: Annual	Ticker: CSL	
Primary CUSIP: 142339100	Primary ISIN: US1423391002	Primary SEDOL: 2176318	Proxy Level: 3
	Shares Voted: 1,274	Votable Shares: 1,274	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,274

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James D. Frias	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Carlisle Companies Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1b	Elect Director Maia A. Hansen	Mgmt	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 Corrine D. Ricard	Mgmt	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 only 11.39 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
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/05/2021	Auto-Approved	04/05/2021	1,274	1,274
Total Shares:								1,274	1,274

CME Group Inc.

Meeting Date: 05/05/2021	Country: USA	Primary Security ID: 12572Q105	Meeting ID: 1519288
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: CME	
Primary CUSIP: 12572Q105	Primary ISIN: US12572Q1058	Primary SEDOL: 2965839	Proxy Level: 3
Total Ballots: 2	Shares Voted: 407	Votable Shares: 407	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 407

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Timothy S. Bitsberger	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Charles P. Carey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1d	Elect Director Dennis H. Chookaszian	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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. The nominee is employed full-time and sits on boards at more than 2 public companies.</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 LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.06 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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. While short- and long-term incentives are primarily performance based, and performance awards utilize a multiyear performance period, the relative TSR equity awards target the median and are not capped in the instance of negative TSR performance.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/15/2021	Auto-Approved	04/15/2021	340	340
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	04/15/2021	Auto-Approved	04/15/2021	67	67
Total Shares:								407	407

Danaher Corporation

Meeting Date: 05/05/2021	Country: USA	Primary Security ID: 235851102	Meeting ID: 1521878
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: DHR	
Primary CUSIP: 235851102	Primary ISIN: US2358511028	Primary SEDOL: 2250870	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,527	Votable Shares: 1,527	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,527

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. 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 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>							
1c	Elect Director Teri List	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, and John 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>							
1d	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, and John 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>							
1e	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1f	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>							
1g	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>							
1h	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>							
1i	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, and John 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>							
1j	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>							
1k	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>							
1l	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 9.83 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. The above target annual incentive awards are aligned with recent company performance, and half of the one-time equity award received by the new CEO is performance-conditioned. Additionally, CEO pay and company performance are reasonably aligned at this time.</i>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. 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	03/29/2021	Auto-Approved	04/05/2021	1,527	1,527
Total Shares:							1,527	1,527

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Discover Financial Services

Meeting Date: 05/05/2021	Country: USA	Primary Security ID: 254709108	Meeting ID: 1516148
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: DFS	
Primary CUSIP: 254709108	Primary ISIN: US2547091080	Primary SEDOL: B1YLC43	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
1.1	Elect Director Jeffrey S. Aronin	Mgmt	Yes	For	For	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 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>						
1.3	Elect Director Gregory C. Case	Mgmt	Yes	For	For	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 Candace H. 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>						
1.5	Elect Director Joseph F. Eazor	Mgmt	Yes	For	For	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 Cynthia A. 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>						
1.7	Elect Director Roger C. Hochschild	Mgmt	Yes	For	For	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 G. Maheras	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Michael H. Moskow	Mgmt	Yes	For	For	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 L. Rawlinson, 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>						
1.11	Elect Director Mark A. Thierer	Mgmt	Yes	For	For	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 Jennifer L. Wong	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Discover Financial Services

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: Support FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Although performance hurdles and targets were not disclosed, short- and long-term incentive plans are sufficiently performance-based, with long-term equity utilizing a multi-year performance 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 1.45 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	04/08/2021	Auto-Approved	04/08/2021	9	9
Total Shares:							9	9

Dominion Energy, Inc.

Meeting Date: 05/05/2021	Country: USA	Primary Security ID: 25746U109	Meeting ID: 1521442
Record Date: 03/05/2021	Meeting Type: Annual	Ticker: D	
Primary CUSIP: 25746U109	Primary ISIN: US25746U1097	Primary SEDOL: 2542049	Proxy Level: 3
Shares Voted: 2,552		Votable Shares: 2,552	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,552

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 Robert M. Blue	Mgmt	Yes	For	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 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>							
1D	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>							
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 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1G	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>						
1H	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>						
1I	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>						
1J	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>						
1K	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>						
1L	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	Advisory 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 exercised its discretion to lower annual incentive plan funding and half of the company's long-term compensation remains based on multi-year performance goals.</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	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 on the company's lobbying activities and expenditures would safeguard the company's reputation and allow shareholders to evaluate the company's management of lobbying-related risks, without causing undue burden on the company.</i>						
5	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>						
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	04/20/2021	Auto-Approved	04/20/2021	2,552	2,552
Total Shares:							2,552	2,552

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Enbridge Inc.

Meeting Date: 05/05/2021	Country: Canada	Primary Security ID: 29250N105	Meeting ID: 1503326
Record Date: 03/09/2021	Meeting Type: Annual	Ticker: ENB	
Primary CUSIP: 29250N105	Primary ISIN: CA29250N1050	Primary SEDOL: 2466149	Proxy Level: 3
	Shares Voted: 125	Votable Shares: 125	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 125

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela L. Carter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns with respect to their election have been identified at this time.</i>						
1.2	Elect Director Marcel R. Coutu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns with respect to their election have been identified at this time.</i>						
1.3	Elect Director Susan M. Cunningham	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns with respect to their election have been identified at this time.</i>						
1.4	Elect Director Gregory L. Ebel	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns with respect to their election have been identified at this time.</i>						
1.5	Elect Director J. Herb England	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns with respect to their election have been identified at this time.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Enbridge Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Gregory J. Goff	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns with respect to their election have been identified at this time.</i></p>							
1.7	Elect Director V. Maureen Kempston Darkes	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns with respect to their election have been identified at this time.</i></p>							
1.8	Elect Director Teresa S. Madden	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns with respect to their election have been identified at this time.</i></p>							
1.9	Elect Director Al Monaco	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns with respect to their election have been identified at this time.</i></p>							
1.10	Elect Director Stephen S. Poloz	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns with respect to their election have been identified at this time.</i></p>							
1.11	Elect Director Dan C. Tutcher	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. WITHHOLD votes for board chair Gregory (Greg) Ebel are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining proposed nominees as no significant concerns with respect to their election have been identified at this time.</i></p>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (10 percent) were reasonable relative to total fees paid to the auditor.									
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.									
Ballot Details									
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	04/07/2021	Auto-Approved	04/07/2021	125	125
Total Shares:							125	125	

Essential Utilities, Inc.

Meeting Date: 05/05/2021	Country: USA	Primary Security ID: 29670G102	Meeting ID: 1520267
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: WTRG	
Primary CUSIP: 29670G102	Primary ISIN: US29670G1022	Primary SEDOL: BLCF3J9	Proxy Level: 3
Shares Voted: 1,931		Votable Shares: 1,931	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,931

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 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>							
1.3	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>							
1.4	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>							
1.5	Elect Director Edwina 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>							
1.6	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1.7	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>							
1.8	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. Annual incentives are based predominately on pre-set objective measures and granted equity to the CEO was entirely performance conditioned.</i>							
4	Provide Proxy Access Right	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the adoption of a right of proxy access will facilitate the nomination of director candidates by long-term shareholders and help promote board accountability to shareholders, while the proposal includes safeguards against abuse of the director 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	04/23/2021	Auto-Approved	04/23/2021	1,931	1,931
Total Shares:							1,931	1,931

Halozyne Therapeutics, Inc.

Meeting Date: 05/05/2021	Country: USA	Primary Security ID: 40637H109	Meeting ID: 1522940
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: HALO	
Primary CUSIP: 40637H109	Primary ISIN: US40637H1095	Primary SEDOL: 2975098	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,699	Votable Shares: 2,699	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,699

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jean-Pierre Bizzari	Mgmt	Yes	For	For	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 M. Daly	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. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Halozyne Therapeutics, 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 and no significant concerns were identified 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	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 432 of the Internal Revenue Code.</i>							
5	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 27.70 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	04/01/2021	Auto-Approved	04/05/2021	2,699	2,699
Total Shares:							2,699	2,699

IHS Markit Ltd.

Meeting Date: 05/05/2021	Country: Bermuda	Primary Security ID: G47567105	Meeting ID: 1522166
Record Date: 03/09/2021	Meeting Type: Annual	Ticker: INFO	
Primary CUSIP: G47567105	Primary ISIN: BMG475671050	Primary SEDOL: BD0Q558	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 267	Votable Shares: 267	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 267

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lance Ugglia	Mgmt	Yes	For	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 Dinyar S. Devitre	Mgmt	Yes	For	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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IHS Markit Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	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>						
1e	Elect Director Jacques Esculier	Mgmt	Yes	For	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 Gay Huey Evans	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 William E. Ford	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Nicoletta Giadrossi	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Robert P. 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>						
1j	Elect Director Deborah Doyle McWhinney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	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>						
1l	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>						
1m	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 CEO pay and company performance are reasonably aligned at this time. While the compensation committee used its discretion to increase annual incentive awards in response to the impacts and challenges brought on by the COVID-19 pandemic, the rationale and effects of these discretionary adjustments are clearly disclosed, and annual incentive awards were still earned below target levels. Additionally, the CEO continues to receive his entire annual equity award in the form of PSUs, which are conditioned on long-term relative and financial performance.</i>						
3	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>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	03/31/2021	Auto-Approved	04/05/2021	267	267

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

IHS Markit Ltd.

Total Shares: 267 267

International Flavors & Fragrances Inc.

Meeting Date: 05/05/2021 **Country:** USA **Primary Security ID:** 459506101 **Meeting ID:** 1520933
Record Date: 03/08/2021 **Meeting Type:** Annual **Ticker:** IFF

Primary CUSIP: 459506101 **Primary ISIN:** US4595061015 **Primary SEDOL:** 2464165 **Proxy Level:** 3

Shares Voted: 274 **Votable Shares:** 274 ***Shares on Loan:** 0 **Shares Instructed:** 274

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 Kathryn J. Boor	Mgmt	Yes	For	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	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>						
1c	Elect Director Carol Anthony 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>						
1d	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>						
1e	Elect Director Roger W. Ferguson, 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 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>						
1g	Elect Director Andreas Fibig	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Christina Gold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Ilene 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>						
1j	Elect Director Matthias J. Heinzl	Mgmt	Yes	For	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 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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1l	Elect Director Kare Schultz	Mgmt	Yes	For	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 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 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. While the long-term incentive program is majority time-based, the annual incentives are entirely based on objective, pre-set goals.</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	04/09/2021	Auto-Approved	04/09/2021	274	274
Total Shares:							274	274

LPL Financial Holdings Inc.

Meeting Date: 05/05/2021	Country: USA	Primary Security ID: 50212V100	Meeting ID: 1520272
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: LPLA	
Primary CUSIP: 50212V100	Primary ISIN: US50212V1008	Primary SEDOL: B75JX34	Proxy Level: 3
Total Ballots: 1	Shares Voted: 68	Votable Shares: 68	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 68

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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

LPL Financial Holdings Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director H. Paulett Eberhart	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
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 3.08 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>							
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 number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/08/2021	Auto-Approved	04/08/2021	68	68
Total Shares:							68	68

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

MGM Resorts International

Meeting Date: 05/05/2021	Country: USA	Primary Security ID: 552953101	Meeting ID: 1522943
Record Date: 03/12/2021	Meeting Type: Annual	Ticker: MGM	
Primary CUSIP: 552953101	Primary ISIN: US5529531015	Primary SEDOL: 2547419	Proxy Level: 3
	Shares Voted: 278	Votable Shares: 278	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 278

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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>						
1b	Elect Director William W. Grounds	Mgmt	Yes	For	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 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>						
1d	Elect Director William J. Hornbuckle	Mgmt	Yes	For	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 Mary Chris Jammet	Mgmt	Yes	For	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 Kilroy	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST John Kilroy Jr. is warranted 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. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Joey Levin	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. A vote AGAINST Joseph (Joey) Levin is warranted for serving on more than three public boards while serving as a CEO of an outside company. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Rose McKinney-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>						
1i	Elect Director Keith A. 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>						
1j	Elect Director Paul Salem	Mgmt	Yes	For	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 M. Spierkel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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: 07/01/2020 to 06/30/2021
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 Institution Account(s): All Institution Accounts

MGM Resorts International

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Jan G. Swartz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Daniel 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>							
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 11.12 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 vote support for the 2020 say-on-pay proposal, the company engaged with shareholders, disclosed their feedback in the proxy statement, and made meaningful changes to its compensation practices and disclosure. In response to investor concerns regarding the former CEO's transition agreement, the company provided an explanation regarding the board's decisions and stated that the board does not intend to enter into similar agreements in the future. In addition, while concerns are noted regarding certain aspects of the company's incentive programs, CEO pay and company performance are reasonably aligned for the year in review and no problematic practices are identified.</i>							
4	Authorize New Class of Preferred Stock	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the board has not specifically stated that the preferred shares may not be used for antitakeover purposes in the future.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2021	Auto-Approved	04/23/2021	278	278
Total Shares:							278	278

Newell Brands Inc.

Meeting Date: 05/05/2021	Country: USA	Primary Security ID: 651229106	Meeting ID: 1522173
Record Date: 03/09/2021	Meeting Type: Annual	Ticker: NWL	
Primary CUSIP: 651229106	Primary ISIN: US6512291062	Primary SEDOL: 2635701	Proxy Level: 3
	Shares Voted: 335	Votable Shares: 335	*Shares on Loan: 0
Total Ballots: 1	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	Against	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. A vote AGAINST audit committee members Gerardo (Gerry) Lopez, Bridget Ryan-Berman, and Judith (Judy) Sprieser is warranted given the material weaknesses in internal controls over multiple years. 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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Newell Brands Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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>						
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 Brett M. Icahn	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Jay 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>						
1f	Elect Director Gerardo I. Lopez	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. A vote AGAINST audit committee members Gerardo (Gerry) Lopez, Bridget Ryan-Berman, and Judith (Judy) Sprieser is warranted given the material weaknesses in internal controls over multiple years. 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. Sprieser	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST audit committee members Gerardo (Gerry) Lopez, Bridget Ryan-Berman, and Judith (Judy) Sprieser is warranted given the material weaknesses in internal controls over multiple years. 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	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 9.39 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted. Although the company made adjustments to the annual bonus due to the effects of the pandemic, the program remained entirely based on pre-set objective metrics, and changes were made to reasonably limit payouts. With respect to equity incentives, although certain concerns are noted regarding forward-looking goal disclosure and a minor adjustment to a metric weighting, the majority of the equity grant remained performance-conditioned.</i>						

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 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	
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted. A reduction in the ownership threshold and removal of the one-year holding period required to request a record date to initiate written consent would provide for a more meaningful written consent right for shareholders.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2021	Auto-Approved	04/23/2021	335	335
Total Shares:							335	335

PepsiCo, Inc.

Meeting Date: 05/05/2021	Country: USA	Primary Security ID: 713448108	Meeting ID: 1521469
Record Date: 03/01/2021	Meeting Type: Annual	Ticker: PEP	
Primary CUSIP: 713448108	Primary ISIN: US7134481081	Primary SEDOL: 2681511	Proxy Level: 3
	Shares Voted: 867	Votable Shares: 867	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 867

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

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 Dave 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>						
1i	Elect Director David C. Page	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Robert C. Pohlad	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Daniel Vasella	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Darren Walker	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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 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 at this time. Adjustments made to the annual incentives appear reasonable and the long-term program is entirely based on 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>						
5	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;- Implementing the proposal should not be an unduly burdensome or prohibitively costly endeavor for the company to undertake.</i>						
6	Report on External Public Health Costs	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure would further strengthen the company's commitment to the environmental and social goals of the Business Roundtable statement on the purpose of a corporation, where corporations endeavor to benefit all stakeholders, including customers, employees, suppliers, communities and shareholders.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

PepsiCo, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/21/2021	Auto-Approved	04/21/2021	867	867
Total Shares:							867	867

Regency Centers Corporation

Meeting Date: 05/05/2021 Country: USA Primary Security ID: 758849103 Meeting ID: 1521208
 Record Date: 03/12/2021 Meeting Type: Annual Ticker: REG

Primary CUSIP: 758849103 Primary ISIN: US7588491032 Primary SEDOL: 2726177 Proxy Level: 3

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
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
1b	Elect Director Joseph F. Azrack	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
1c	Elect Director Bryce Blair	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.							
1d	Elect Director C. Ronald Blankenship	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 Deirdre J. Evens	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 W. Furphy	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
1g	Elect Director Karin M. Klein	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
1h	Elect Director Peter D. Linneman	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at 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.							
1i	Elect Director David P. O'Connor	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Regency Centers Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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. The company clearly discloses its COVID related compensation changes, as well as the rationale behind these changes. Additionally, CEO pay and company performance are reasonably aligned at this time, as both annual incentive awards and recently vested performance equity awards were earned below target.</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 14.84 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	03/30/2021	Auto-Approved	04/05/2021	15	15
Total Shares:							15	15

RenaissanceRe Holdings Ltd.

Meeting Date: 05/05/2021	Country: Bermuda	Primary Security ID: G7496G103	Meeting ID: 1520973
Record Date: 03/09/2021	Meeting Type: Annual	Ticker: RNR	
Primary CUSIP: G7496G103	Primary ISIN: BMG7496G1033	Primary SEDOL: 2728429	Proxy Level: N/A
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
1a	Elect Director Brian G. J. Gray	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1b	Elect Director Duncan P. Hennes	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1c	Elect Director Kevin J. O'Donnell	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

RenaissanceRe Holdings Ltd.

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, vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.								
3	Approve Ernst & Young Ltd. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is 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	04/23/2021	Auto-Approved	04/23/2021	380	380
Total Shares:							380	380

Six Flags Entertainment Corporation

Meeting Date: 05/05/2021	Country: USA	Primary Security ID: 83001A102	Meeting ID: 1520939
Record Date: 03/10/2021	Meeting Type: Annual	Ticker: SIX	
Primary CUSIP: 83001A102	Primary ISIN: US83001A1025	Primary SEDOL: B43VKB8	Proxy Level: 3
Shares Voted: 1,185		Votable Shares: 1,185	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,185

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director 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>							
1.2	Elect Director Selim Bassoul	Mgmt	Yes	For	For	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 Esi Eggleston Bracey	Mgmt	Yes	For	For	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 M. 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 Enrique Ramirez Mena	Mgmt	Yes	For	For	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 Arik Ruchim	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1.7	Elect Director Michael Spanos	Mgmt	Yes	For	For	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 pay declined year-over-year and the bonus program, which is based on objective goals, did not result in any payout for FY20. However, concerns are raised regarding CEO's FY20 equity award magnitude and structure. Due to the negative impact of COVID-19, the equity awards were granted in entirely in time-vested RSUs instead of the planned mix of half performance-based equity. The lack of performance conditions for the awards is heightened, as the award value is relatively large. A shift from performance-based to entirely time-based equity awards is viewed as a problematic response to COVID-19 related market disruption by many investors. Additional concerns are identified regarding the separation payments for two NEOs. Severance-like payments are generally not appropriate for voluntary resignations, and the disclosure did not specify that the terminations were involuntary.</i>							
3	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i>							
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 given that the ability to act by written consent is generally a good governance practice, as it enhances shareholder rights, giving shareholders the ability to take action in between annual meetings. Though it is noted that the restrictions and safeguards in place would provide for this right to be used only in limited circumstances.</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 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	04/19/2021	Auto-Approved	04/19/2021	1,185	1,185
Total Shares:							1,185	1,185

Stryker Corporation

Meeting Date: 05/05/2021	Country: USA	Primary Security ID: 863667101	Meeting ID: 1521427
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: SYK	
Primary CUSIP: 863667101	Primary ISIN: US8636671013	Primary SEDOL: 2853688	Proxy Level: 4
	Shares Voted: 780	Votable Shares: 780	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 780	

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

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Reporting Period: 07/01/2020 to 06/30/2021
 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
<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 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>							
1c	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>							
1d	Elect Director Allan C. Golston	Mgmt	Yes	For	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 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	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 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 30.48 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 CEO pay and company performance are reasonably aligned at this time. While some shareholder concern may be warranted regarding the discretionary increases in the NEO's annual incentive awards, the company provides an adequate level of disclosure regarding its rationale for these adjustments. Additionally, annual incentives were still earned below target, and half of the company's equity grants are conditioned on long-term objective performance.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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	
4	Report on Workforce Involvement in Corporate Governance	SH	Yes	Against	Against	For	For	
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 enable more robust oversight of issues related to the company's workforce and their concerns.								
5	Provide Right to Call A Special Meeting	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed 15 percent threshold would represent an enhancement in the shareholders' special meeting right, which the board put in place after this proposal was submitted. Additionally, the 15 percent threshold appears reasonable given the company's current ownership structure.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2021	Auto-Approved	04/22/2021	780	780
Total Shares:							780	780

Wynn Resorts, Limited

Meeting Date: 05/05/2021	Country: USA	Primary Security ID: 983134107	Meeting ID: 1522189
Record Date: 03/12/2021	Meeting Type: Annual	Ticker: WYNN	
Primary CUSIP: 983134107	Primary ISIN: US9831341071	Primary SEDOL: 2963811	Proxy Level: 3
Total Ballots: 1	Shares Voted: 123	Votable Shares: 123	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 123

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Betsy S. Atkins	Mgmt	Yes	For	For	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 O. Maddox	Mgmt	Yes	For	For	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 Philip G. Satre	Mgmt	Yes	For	For	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 Darnell O. Strom	Mgmt	Yes	For	For	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Wynn Resorts, Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against	
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. CEO total pay increased significantly year-over-year, and a pay-for-performance misalignment is underscored by concerns regarding the incentive programs. Although FY20 STI opportunities were reduced, as the payouts utilized second fiscal half performance, the CEO's contractual base salary and target bonus opportunity remain relatively high. Moreover, pandemic-related equity awards lack performance criteria and have a relatively short vesting period, diminishing their retentive value. Additionally, the CEO's one-time performance equity, although a large portion was canceled, was in addition to his regular equity awards and lacks a compelling rationale. Further, forward-looking goals for the performance equity awards are not clearly disclosed.</i>								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/19/2021	Auto-Approved	04/19/2021	123	123
Total Shares:							123	123

Alaska Air Group, Inc.

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 011659109	Meeting ID: 1522929
Record Date: 03/12/2021	Meeting Type: Annual	Ticker: ALK	
Primary CUSIP: 011659109	Primary ISIN: US0116591092	Primary SEDOL: 2012605	Proxy Level: 3
Shares Voted: 4,254		Votable Shares: 4,254	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 4,254

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
<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 James A. Beer	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 Raymond L. Conner	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 Daniel K. Elwell	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 Dhiren R. Fonseca	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 Kathleen T. Hogan	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: 07/01/2020 to 06/30/2021
 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 Jessie J. Knight, 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 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>						
1i	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>						
1j	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>						
1k	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>						
1l	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>						
1m	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 were reasonably aligned for the year in review, though certain concerns are highlighted.</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	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	04/26/2021	Auto-Approved	04/26/2021	107	107
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/26/2021	Auto-Approved	04/26/2021	4,147	4,147
Total Shares:							4,254	4,254

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Alcoa Corporation

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 013872106	Meeting ID: 1519377
Record Date: 03/11/2021	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 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>						
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 Thomas J. 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 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>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	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>						
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 and no significant concerns were identified at this time.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
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	04/05/2021	Auto-Approved	04/06/2021	302	302
Total Shares:							302	302	

AMETEK, Inc.

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 031100100	Meeting ID: 1516709
Record Date: 03/11/2021	Meeting Type: Annual	Ticker: AME	
Primary CUSIP: 031100100	Primary ISIN: US0311001004	Primary SEDOL: 2089212	Proxy Level: 3
Shares Voted: 646		Votable Shares: 646	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 646

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1a	Elect Director Tod E. Carpenter	Mgmt	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 Karleen M. Oberton	Mgmt	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 there is some ongoing concern regarding single trigger acceleration, a vote FOR this proposal is warranted as pay and performance are reasonably aligned.								
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 18.23 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	03/31/2021	Auto-Approved	04/06/2021	646	646
Total Shares:							646	646

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Archer-Daniels-Midland Company

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 039483102	Meeting ID: 1522665
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: ADM	
Primary CUSIP: 039483102	Primary ISIN: US0394831020	Primary SEDOL: 2047317	Proxy Level: 3
	Shares Voted: 2,602	Votable Shares: 2,602	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,602

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 Theodore Colbert	Mgmt	Yes	For	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 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>						
1e	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>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	Elect Director Debra A. Sandler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
1l	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 9.86 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 as pay and performance are reasonably aligned for the year in review. The majority of CEO pay remains conditioned on objective financial performance, and half of equity awards are based on a multi-year performance period.</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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/19/2021	Auto-Approved	04/19/2021	2,602	2,602
Total Shares:							2,602	2,602

Boston Scientific Corporation

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 101137107	Meeting ID: 1521458
Record Date: 03/12/2021	Meeting Type: Annual	Ticker: BSX	
Primary CUSIP: 101137107	Primary ISIN: US1011371077	Primary SEDOL: 2113434	Proxy Level: 4
Shares Voted: 2,596		Votable Shares: 2,596	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,596

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	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: 07/01/2020 to 06/30/2021
 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
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 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 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>							
1h	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>							
1i	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: There are some concerns regarding goal rigor for performance shares. However, annual incentives are largely based on preset objective goals, and below target payouts align with performance for the year. Overall, pay and performance are reasonably aligned at this time and, thus, a vote FOR this proposal is warranted.</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 2.29 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 its workforce issues.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/20/2021	Auto-Approved	04/20/2021	2,596	2,596
Total Shares:							2,596	2,596

C.H. Robinson Worldwide, Inc.

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 12541W209	Meeting ID: 1520804
Record Date: 03/10/2021	Meeting Type: Annual	Ticker: CHRW	
Primary CUSIP: 12541W209	Primary ISIN: US12541W2098	Primary SEDOL: 2116228	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

C.H. Robinson Worldwide, Inc.

Shares Voted: 272 **Votable Shares:** 272 ***Shares on Loan:** 0 **Shares Instructed:** 272
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott P. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Robert C. Biesterfeld, 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 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>							
1.4	Elect Director Wayne M. Fortun	Mgmt	Yes	For	For	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 Timothy C. Gokey	Mgmt	Yes	For	For	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 Mary J. Steele Guilfoile	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Jodee A. Kozlak	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Brian P. Short	Mgmt	Yes	For	For	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 B. Stake	Mgmt	Yes	For	For	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 Paula C. Tolliver	Mgmt	Yes	For	For	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	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following reasons:- The provision for automatic accelerated vesting of equity awards upon a change-in-control event; and- A lack of all of the following risk-mitigating features: a clawback policy, stock ownership guidelines, and stock holding requirements.</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 4.70 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	04/08/2021	Auto-Approved	04/08/2021	272	272

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

C.H. Robinson Worldwide, Inc.

Total Shares: 272 272

Cameco Corporation

Meeting Date: 05/06/2021 **Country:** Canada **Primary Security ID:** 13321L108 **Meeting ID:** 1503042
Record Date: 03/10/2021 **Meeting Type:** Annual **Ticker:** CCO

Primary CUSIP: 13321L108 **Primary ISIN:** CA13321L1085 **Primary SEDOL:** 2166160 **Proxy Level:** 3

Shares Voted: 361 **Votable Shares:** 361 ***Shares on Loan:** 0 **Shares Instructed:** 361

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
A1	Elect Director Leontine Atkins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
A2	Elect Director Ian Bruce	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
A3	Elect Director Daniel Camus	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
A4	Elect Director Donald Deranger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
A5	Elect Director Catherine Gignac	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
A6	Elect Director Tim 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>						
A7	Elect Director Jim Gowans	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
A8	Elect Director Kathryn (Kate) 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>						
A9	Elect Director Don Kayne	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
B	Ratify KPMG 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 total audit fees paid to the auditor are attributable to non-audit fees.</i>						
C	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Cameco Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
D	The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a Canadian. Vote FOR = Yes and ABSTAIN = No. A Vote Against will be treated as not voted.	Mgmt	Yes	None	Refer	Refer	Abstain		
<i>Voting Policy Rationale: No recommendation is provided for this "voting" item, as the response is dependent upon a shareholder's citizenship or residency status in Canada.</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	cloeffelholz	04/30/2021	cloeffelholz	04/30/2021	361	361
Total Shares:							361	361	

Capital One Financial Corporation

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 14040H105	Meeting ID: 1521496
Record Date: 03/10/2021	Meeting Type: Annual	Ticker: COF	
Primary CUSIP: 14040H105	Primary ISIN: US14040H1059	Primary SEDOL: 2654461	Proxy Level: 3
Total Ballots: 1	Shares Voted: 637	Votable Shares: 637	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 637

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 Ime Archibong	Mgmt	Yes	For	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>							
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 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1g	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>						
1h	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>						
1i	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>						
1j	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>						
1k	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>						
1l	Elect Director Craig Anthony 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 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, with caution. The compensation committee demonstrated an adequate degree of responsiveness following last year's low say-on-pay vote result. The company engaged with a large portion of the shareholder base, areas of shareholder feedback are disclosed, and improvements were made to the pay program in response to the feedback received. Concerns continue to be raised by the heavy reliance on discretion in determining total executive pay, though 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. Further, the year-over-year decline in CEO performance year pay is directionally aligned with company performance. In addition, performance shares constitute the bulk of total CEO performance year pay and are earned based on multi-year performance criteria with forward-looking goal disclosure, and target payouts require relative outperformance. Shareholders are advised to monitor the company's incentive pay structure and decisions, particularly should CEO pay and company performance become misaligned going forward.</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	04/26/2021	Auto-Approved	04/26/2021	637	637
Total Shares:							637	637

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Charles River Laboratories International, Inc.

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 159864107	Meeting ID: 1522892
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: CRL	
Primary CUSIP: 159864107	Primary ISIN: US1598641074	Primary SEDOL: 2604336	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 James C. 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>						
1.2	Elect Director Nancy C. 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>						
1.3	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>						
1.4	Elect Director Deborah T. Kochevar	Mgmt	Yes	For	For	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 Llado, 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>						
1.6	Elect Director Martin W. 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 George E. Massaro	Mgmt	Yes	For	For	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 M. Milne, 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 C. Richard Reese	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	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>						
1.11	Elect Director Virginia M. 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 are reasonably aligned at this time. While disclosure regarding COVID related mid-year adjustments to the annual incentive could have been more robust, incentive awards continued to be based entirely on objective financial measures and maximum payout opportunities were reduced.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 17.06 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
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	04/25/2021	Auto-Approved	04/25/2021	829	829
Total Shares:								829	829

CNX Resources Corporation

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 12653C108	Meeting ID: 1520929
Record Date: 03/09/2021	Meeting Type: Annual	Ticker: CNX	
Primary CUSIP: 12653C108	Primary ISIN: US12653C1080	Primary SEDOL: BF3FTF4	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,610	Votable Shares: 2,610	*Shares on Loan: 0
	Voting Policy: UUA	Shares Instructed: 2,610	

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.The nominee is employed full-time and sits on boards at more than 2 public companies.</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 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>							
1f	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>							
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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and- Excessive differentials between CEO pay and the pay of other named executive officers at the firm.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/06/2021	Auto-Approved	04/06/2021	2,610	2,610
Total Shares:								2,610	2,610

Curtiss-Wright Corporation

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 231561101	Meeting ID: 1521462
Record Date: 03/12/2021	Meeting Type: Annual	Ticker: CW	
Primary CUSIP: 231561101	Primary ISIN: US2315611010	Primary SEDOL: 2241205	Proxy Level: 3
Shares Voted: 1,352		Votable Shares: 1,352	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,352

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	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 Lynn M. Bamford	Mgmt	Yes	For	For	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 Dean M. Flatt	Mgmt	Yes	For	For	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 S. Marce 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>							
1.5	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>							
1.6	Elect Director Glenda J. Minor	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 Anthony J. Moraco	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1.8	Elect Director John B. Nathman	Mgmt	Yes	For	For	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 J. Rivet	Mgmt	Yes	For	For	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 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	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 8.11 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. CEO pay declined slightly due to a year-over-year decline in STI and LTI cash payouts. Although some concerns are noted, as the relative TSR metric under the LTI program targets median performance with no vesting cap for negative TSR and forward-looking goals for LTI cash awards remain undisclosed, the STI program is largely based on pre-set financial metrics with below-target FY20 payouts and LTI awards are predominantly performance-conditioned with multi-year 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	Confirmed	Auto-Instructed	04/14/2021	Auto-Approved	04/14/2021	1,352	1,352
Total Shares:							1,352	1,352

Ecolab Inc.

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 278865100	Meeting ID: 1519634
Record Date: 03/09/2021	Meeting Type: Annual	Ticker: ECL	
Primary CUSIP: 278865100	Primary ISIN: US2788651006	Primary SEDOL: 2304227	Proxy Level: 3
Shares Voted: 553	Votable Shares: 553	*Shares on Loan: 0	Shares Instructed: 553
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 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Barbara J. Beck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Christophe 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>						
1e	Elect Director Jeffrey M. Ettinger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Arthur J. Higgins	Mgmt	Yes	For	For	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 Larson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director David W. MacLennan	Mgmt	Yes	For	For	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 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. The nominee is employed full-time and sits on 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 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>						
1k	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>						
1l	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director John J. Zillmer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 30.47 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: 07/01/2020 to 06/30/2021
 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		
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 CEO pay and company performance are reasonably aligned at this time. Annual incentive awards are based entirely on an objective financial measure, with payouts aligned to performance, and granted equity remains targeted to be half performance-based.									
4	Amend Proxy Access Right	SH	Yes	Against	For	For	For		
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.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	03/25/2021	Auto-Approved	04/06/2021	553	553
Total Shares:								553	553

Encompass Health Corporation

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 29261A100	Meeting ID: 1522893
Record Date: 03/09/2021	Meeting Type: Annual	Ticker: EHC	
Primary CUSIP: 29261A100	Primary ISIN: US29261A1007	Primary SEDOL: BYX2YJ7	Proxy Level: 3
Shares Voted: 154		Votable Shares: 154	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 154

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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>							
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 Donald L. Correll	Mgmt	Yes	For	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 Yvonne M. Curl	Mgmt	Yes	For	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. Elson	Mgmt	Yes	For	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 Joan E. Herman	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Encompass Health Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Leo I. Higdon, 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 Leslye G. 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>						
1i	Elect Director Patricia A. Maryland	Mgmt	Yes	For	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 E. Maupin, 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>						
1k	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>						
1l	Elect Director L. Edward Shaw, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Mark J. Tarr	Mgmt	Yes	For	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 Terrance 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 3.17 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: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/07/2021	Auto-Approved	04/07/2021	154	154
Total Shares:							154	154

Fluor Corporation

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 343412102	Meeting ID: 1519370
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: FLR	
Primary CUSIP: 343412102	Primary ISIN: US3434121022	Primary SEDOL: 2696838	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Fluor Corporation

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 Alan M. Bennett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1B	Elect Director Rosemary T. Berkery	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1C	Elect Director Alan L. Boeckmann	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1D	Elect Director David E. Constable	Mgmt	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 H. Paulett Eberhart	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 James T. Hackett	Mgmt	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 Thomas C. Leppert	Mgmt	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 Teri P. McClure	Mgmt	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 Armando J. Olivera	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 Matthew K. Rose	Mgmt	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 2.94 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	04/21/2021	Auto-Approved	04/21/2021	70	70

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Fluor Corporation

Total Shares: 70 70

Macquarie Infrastructure Corporation

Meeting Date: 05/06/2021 **Country:** USA **Primary Security ID:** 55608B105 **Meeting ID:** 1527283
Record Date: 03/29/2021 **Meeting Type:** Special **Ticker:** MIC

Primary CUSIP: 55608B105 **Primary ISIN:** US55608B1052 **Primary SEDOL:** B1Z4VB1 **Proxy Level:** 5

Shares Voted: 2,731 **Votable Shares:** 2,731 ***Shares on Loan:** 0 **Shares Instructed:** 2,731
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Plan of Reorganization	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Considering approval of this reorganization would help expedite the potential sale of MIC's Atlantic Aviation business unit without altering the tax consequences of any sale, a vote FOR this proposal is warranted.</i>							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: 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	04/26/2021	Auto-Approved	04/26/2021	2,731	2,731
Total Shares:							<u>2,731</u>	<u>2,731</u>

Molina Healthcare, Inc.

Meeting Date: 05/06/2021 **Country:** USA **Primary Security ID:** 60855R100 **Meeting ID:** 1520273
Record Date: 03/09/2021 **Meeting Type:** Annual **Ticker:** MOH

Primary CUSIP: 60855R100 **Primary ISIN:** US60855R1005 **Primary SEDOL:** 2212706 **Proxy Level:** 3

Shares Voted: 74 **Votable Shares:** 74 ***Shares on Loan:** 0 **Shares Instructed:** 74
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 Cooperman	Mgmt	Yes	For	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 H. 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Molina Healthcare, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Richard M. 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>							
1d	Elect Director Ronna E. Romney	Mgmt	Yes	For	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 Dale B. 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>							
1f	Elect Director Joseph M. Zubretsky	Mgmt	Yes	For	For	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. Annual and long-term incentives appear to be primarily performance-based, and long-term performance 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 1.48 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	04/21/2021	Auto-Approved	04/21/2021	74	74
Total Shares:							74	74

The Kraft Heinz Company

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 500754106	Meeting ID: 1522675
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: KHC	
Primary CUSIP: 500754106	Primary ISIN: US5007541064	Primary SEDOL: BYRY499	Proxy Level: 3
Shares Voted: 1,506		Votable Shares: 1,506	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,506

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	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Alexandre Behring	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: 07/01/2020 to 06/30/2021
 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
1c	Elect Director John T. Cahill	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Joao M. Castro-Neves	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director Lori Dickerson Fouche	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Timothy Kenesey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Elio Leoni Sceti	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 Susan Mulder	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Miguel Patricio	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director John C. Pope	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director Alexandre Van Damme	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. Although CEO pay normalized in FY20 following the prior year's large, front-loaded equity awards, concerns are noted particularly regarding the compensation of other top-level executives. NEOs' annual-cycle equity awards were entirely time based in FY20, and while PSUs are being introduced to the FY21 LTI program, the annual-cycle awards will remain primarily time based. Especially at large-cap companies, investors increasingly expect the majority of NEO equity awards to require achievement of rigorous performance goals. Further, the targets for special sign-on and merit/retention PSU awards are undisclosed, making it difficult for investors to assess the goal rigor, and the performance period is rather short, although earned units vest over multiple years. Lastly, the annual incentive program allows for individual assessments to make a significant impact on payouts; this concern is magnified given the NEOs' relatively high STI target opportunities.</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 10.10 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	04/16/2021	Auto-Approved	04/16/2021	1,506	1,506

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Kraft Heinz Company

Total Shares: **1,506** **1,506**

Trex Company, Inc.

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 89531P105	Meeting ID: 1520760
Record Date: 03/10/2021	Meeting Type: Annual	Ticker: TREX	
Primary CUSIP: 89531P105	Primary ISIN: US89531P1057	Primary SEDOL: 2483074	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,186	Votable Shares: 2,186	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,186

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James E. Cline	Mgmt	Yes	For	For	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 Bryan H. Fairbanks	Mgmt	Yes	For	For	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 Gena C. Lovett	Mgmt	Yes	For	For	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 Patricia B. 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	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 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	04/07/2021	Auto-Approved	04/07/2021	2,186	2,186
Total Shares:							2,186	2,186

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

WEC Energy Group, Inc.

Meeting Date: 05/06/2021	Country: USA	Primary Security ID: 92939U106	Meeting ID: 1521619
Record Date: 02/25/2021	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 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>						
1.2	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>						
1.3	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>						
1.4	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>						
1.5	Elect Director Cristina A. Garcia-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>						
1.6	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>						
1.7	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>						
1.8	Elect Director Thomas K. Lane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	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>						
1.10	Elect Director Mary Ellen Stanek	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	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 1.46 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: 07/01/2020 to 06/30/2021
 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		
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. Annual incentives are largely based on pre-set objective measures, and equity grants are majority performance-based for the 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
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	04/21/2021	Auto-Approved	04/21/2021	100	100
Total Shares:								100	100

AbbVie Inc.

Meeting Date: 05/07/2021	Country: USA	Primary Security ID: 00287Y109	Meeting ID: 1520301
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: ABBV	
Primary CUSIP: 00287Y109	Primary ISIN: US00287Y1091	Primary SEDOL: B92SR70	Proxy Level: 3
	Shares Voted: 593	Votable Shares: 593	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 593

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roxanne S. Austin	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>							
1.2	Elect Director Richard A. Gonzalez	Mgmt	Yes	For	For	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 Rebecca B. 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>							
1.4	Elect Director Glenn F. Tilton	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 25.16 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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

AbbVie Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although several concerns are noted and worth monitoring, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable discount, and has limits on employee contributions.</i>							
6	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, if approved, would enhance shareholder rights.</i>							
7	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 expenditures 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>							
8	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	04/23/2021	Auto-Approved	04/23/2021	493	493
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/23/2021	Auto-Approved	04/23/2021	100	100
Total Shares:							593	593

Choice Hotels International, Inc.

Meeting Date: 05/07/2021	Country: USA	Primary Security ID: 169905106		Meeting ID: 1530858
Record Date: 03/12/2021	Meeting Type: Annual	Ticker: CHH		
Primary CUSIP: 169905106	Primary ISIN: US1699051066	Primary SEDOL: 2106780		Proxy Level: 3
Shares Voted: 356		Votable Shares: 356	*Shares on Loan: 0	Shares Instructed: 356
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian B. Bainum	Mgmt	Yes	For	For	For	For

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Choice Hotels 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>							
1.2	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>							
1.3	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>							
1.4	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>							
1.5	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>							
1.6	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>							
1.7	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>							
1.8	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>							
1.9	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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While both incentive plans are largely performance based, significant concerns are raised regarding additional compensation awarded to NEOs intended to replace lost pay opportunities. First, NEOs were awarded relatively large discretionary bonuses after annual incentives were not earned. Although the factors considered in determining the bonuses are disclosed, the final values are only marginally lower than NEOs' target bonus opportunities. In addition, NEOs were also granted special off-cycle equity awards in response to forfeited PVRsUs from prior cycles. Although performance goals for the off-cycle awards appear rigorous, the practice of providing multiple awards of additional compensation in response to lost opportunities is not viewed an appropriate reaction to the COVID-19 related market disruption.</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 2.01 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	04/26/2021	Auto-Approved	04/26/2021	356	356
Total Shares:							356	356

*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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Colgate-Palmolive Company

Meeting Date: 05/07/2021	Country: USA	Primary Security ID: 194162103	Meeting ID: 1521460
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: CL	
Primary CUSIP: 194162103	Primary ISIN: US1941621039	Primary SEDOL: 2209106	Proxy Level: 3
	Shares Voted: 1,466	Votable Shares: 1,466	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,466

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 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>						
1e	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>						
1f	Elect Director Kimberly A. 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>						
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>						
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 14.08 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 and long-term incentives are primarily performance-based, and performance equity relies on multiyear performance periods.</i>							
4	Require Independent Board Chair	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from the strongest form of independent oversight in the form of an independent chair. The combination of the timing and scope of the proposal is compelling given the recent transition that recombined the CEO and chair roles. Moreover, given the company's mid- to long-term underperformance, a period overseen by a combined structure, a change in leadership structure appears 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. 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	04/19/2021	Auto-Approved	04/19/2021	1,466	1,466
Total Shares:							1,466	1,466

CommScope Holding Company, Inc.

Meeting Date: 05/07/2021	Country: USA	Primary Security ID: 20337X109	Meeting ID: 1520930
Record Date: 03/09/2021	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
			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	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>							
3a	Elect Director Mary S. Chan	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>							
3b	Elect Director Stephen (Steve) C. Gray	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: 07/01/2020 to 06/30/2021
 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
3c	Elect Director L. William (Bill) Krause	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
3d	Elect Director Derrick A. Roman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</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, with caution. The compensation committee demonstrated adequate responsiveness to the prior year's relatively low shareholder support, and made several improvements to its annual PSU equity grants. Additionally, the majority of the new CEO's equity award is conditioned on rigorous stock price goals, annual incentives were earned below target, and no outstanding performance-based equity awards were earned, indicating an alignment between realized pay and recent company performance. Nevertheless, shareholders should continue to monitor the company's decisions regarding the potential cancellation of the outstanding option awards as contemplated under Item 6, as well as the company's future stock grants.</i>							
5	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>							
6	Approve Termination of Executive Performance Options and Grant of Selective Performance-Based Retention Equity Awards	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: There are significant concerns raised by the fact that certain NEOs would participate in the proposed program, which is considered an indirect repricing. The disclosure around the company's rationale is lacking. Investors should also note that the first price appreciation threshold of the new grants appears close to being met, and that cancelled shares not subject to new awards would become available for future grants under the company's equity compensation program. In light of these issues, a vote AGAINST this proposal is warranted.</i>							
7	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 1.21 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	04/23/2021	Auto-Approved	04/23/2021	100	100
Total Shares:							100	100

Corteva, Inc.

Meeting Date: 05/07/2021	Country: USA	Primary Security ID: 22052L104	Meeting ID: 1522936
Record Date: 03/16/2021	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Corteva, Inc.

Shares Voted: 57 **Votable Shares:** 57 ***Shares on Loan:** 0 **Shares Instructed:** 57
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lamberto Andreotti	Mgmt	Yes	For	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 C. Collins, 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 Klaus A. 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>						
1d	Elect Director David C. Everitt	Mgmt	Yes	For	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. Giesselman	Mgmt	Yes	For	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 H. Grimes	Mgmt	Yes	For	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. 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>						
1h	Elect Director Rebecca B. Liebert	Mgmt	Yes	For	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 Marcos M. Lutz	Mgmt	Yes	For	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 Nayaki Nayyar	Mgmt	Yes	For	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 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>						
1l	Elect Director Kerry J. Preete	Mgmt	Yes	For	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 Patrick J. Ward	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory 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 majority of pay is conditioned on objective financial performance, resulting in an alignment between CEO pay and company performance.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Corteva, 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 1.23 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
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	04/08/2021	Auto-Approved	04/08/2021	57	57
Total Shares:								57	57

CSX Corporation

Meeting Date: 05/07/2021	Country: USA	Primary Security ID: 126408103	Meeting ID: 1522154
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: CSX	
Primary CUSIP: 126408103	Primary ISIN: US1264081035	Primary SEDOL: 2160753	Proxy Level: 3
Shares Voted: 667	Votable Shares: 667	*Shares on Loan: 0	Shares Instructed: 667
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 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 Thomas P. Bostick	Mgmt	Yes	For	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>							
1f	Elect Director David M. Moffett	Mgmt	Yes	For	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 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1h	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>							
1i	Elect Director James L. Wainscott	Mgmt	Yes	For	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 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 only 10.79 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: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While the compensation committee used its discretion to award annual bonuses above the annual incentive awards that would have been achieved according to the company's performance, these awards were still granted below target, and the company provides adequate disclosure regarding its rationale for these discretionary awards.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/12/2021	Auto-Approved	04/12/2021	612	612
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/12/2021	Auto-Approved	04/12/2021	55	55
Total Shares:							667	667

Dover Corporation

Meeting Date: 05/07/2021	Country: USA	Primary Security ID: 260003108	Meeting ID: 1518633
Record Date: 03/10/2021	Meeting Type: Annual	Ticker: DOV	
Primary CUSIP: 260003108	Primary ISIN: US2600031080	Primary SEDOL: 2278407	Proxy Level: 3
Shares Voted: 1,209		Votable Shares: 1,209	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,209

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah L. DeHaas	Mgmt	Yes	For	For	For	For

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Dover Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director H. John Gilbertson, 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 Kristiane C. Graham	Mgmt	Yes	For	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 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>							
1e	Elect Director Eric A. Spiegel	Mgmt	Yes	For	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 Richard J. Tobin	Mgmt	Yes	For	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 Stephen M. Todd	Mgmt	Yes	For	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 K. 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>							
1i	Elect Director Keith E. Wandell	Mgmt	Yes	For	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 Mary A. Winston	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
3	Ratify 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>							
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. While the long-term incentives are majority time-based, the portion of performance-based equity increased. Although the committee applied discretion to the annual incentive payouts, the rationale and the magnitude of the adjustment appear reasonable.</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: 07/01/2020 to 06/30/2021
 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	04/13/2021	Auto-Approved	04/13/2021	1,209	1,209
Total Shares:							1,209	1,209

Hawaiian Electric Industries, Inc.

Meeting Date: 05/07/2021 Country: USA Primary Security ID: 419870100 Meeting ID: 1522519
 Record Date: 03/01/2021 Meeting Type: Annual Ticker: HE

Primary CUSIP: 419870100 Primary ISIN: US4198701009 Primary SEDOL: 2415204 Proxy Level: 3

Shares Voted: 7,289 Votable Shares: 7,289 *Shares on Loan: 0 Shares Instructed: 7,289

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 Richard J. Dahl	Mgmt	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 Constance H. Lau	Mgmt	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 Micah A. Kane	Mgmt	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 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	04/07/2021	Auto-Approved	04/07/2021	7,289	7,289
Total Shares:							7,289	7,289

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Marriott International, Inc.

Meeting Date: 05/07/2021	Country: USA	Primary Security ID: 571903202	Meeting ID: 1527281
Record Date: 03/12/2021	Meeting Type: Annual	Ticker: MAR	
Primary CUSIP: 571903202	Primary ISIN: US5719032022	Primary SEDOL: 2210614	Proxy Level: 3
	Shares Voted: 549	Votable Shares: 549	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 549

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
<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 G. Capuano	Mgmt	Yes	For	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 Deborah Marriott 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 Frederick A. 'Fritz' 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>							
1e	Elect Director Eric Hippeau	Mgmt	Yes	For	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 Lawrence W. Kellner	Mgmt	Yes	For	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 L. Lee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Aylwin B. Lewis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director David S. Marriott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	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>							
1k	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>							
1l	Elect Director Horacio D. Rozanski	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1m	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>						
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: After a review of the company's compensation program and practices, pay and performance are reasonably aligned at this time; therefore, a vote FOR this proposal is warranted. Continued monitoring of the pay program is warranted; however, as significant temporary changes will be implemented in 2021, in addition to a supplemental PSU award.</i>						
4a	Eliminate Supermajority Vote Requirement for Removal of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement, if approved, would enhance shareholder rights.</i>						
4b	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation	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, if approved, would enhance shareholder rights.</i>						
4c	Eliminate Supermajority Vote Requirement to Amend Certain Bylaws 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, if approved, would enhance shareholder rights.</i>						
4d	Eliminate Supermajority Vote Requirement for Certain Transactions	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement, if approved, would enhance shareholder rights.</i>						
4e	Eliminate Supermajority Vote Requirement for Certain Business Combinations	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement, if approved, would enhance shareholder rights.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/25/2021	Auto-Approved	04/25/2021	501	501
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/25/2021	Auto-Approved	04/25/2021	48	48
Total Shares:							549	549

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Occidental Petroleum Corporation

Meeting Date: 05/07/2021	Country: USA	Primary Security ID: 674599105	Meeting ID: 1522368
Record Date: 03/12/2021	Meeting Type: Annual	Ticker: OXY	
Primary CUSIP: 674599105	Primary ISIN: US6745991058	Primary SEDOL: 2655408	Proxy Level: 3
	Shares Voted: 4,741	Votable Shares: 4,741	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 4,741

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: The nominee is employed full-time and sits on 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 Andrew Gould	Mgmt	Yes	For	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 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>						
1d	Elect Director Vicki Hollub	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Gary Hu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director William R. Klesse	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Andrew N. Langham	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Jack B. Moore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Margarita Palau-Hernandez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Avedick B. Poladian	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Robert M. Shearer	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Occidental Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
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 Hollub's bonus target was halved and closing cycle long-term incentives were forfeited for 2020. Further, her overall pay is expected to be significantly lower than pre-COVID levels in 2021, in response to investor feedback. While investors would benefit from improved disclosure of annual incentive metric weights and the threshold and maximum goals, payouts are largely based on objective metrics and STI payout opportunities were capped at 50 percent after COVID-related changes. Although some shareholders may question the decreased weighting of performance-based equity awards and the lack of disclosure of the relative TSR target, the LTI program remains 50 percent performance conditioned, with a cap on TSR-based awards in the event of negative returns. In addition, three-year realizable pay for the CEO was generally in line with shareholder returns.</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 9.03 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	04/26/2021	Auto-Approved	04/26/2021	4,632	4,632
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/26/2021	Auto-Approved	04/26/2021	109	109
Total Shares:							4,741	4,741

The Progressive Corporation

Meeting Date: 05/07/2021	Country: USA	Primary Security ID: 743315103	Meeting ID: 1523627
Record Date: 03/12/2021	Meeting Type: Annual	Ticker: PGR	
Primary CUSIP: 743315103	Primary ISIN: US7433151039	Primary SEDOL: 2705024	Proxy Level: 3
	Shares Voted: 278	Votable Shares: 278	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 278	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Philip Bleser	Mgmt	Yes	For	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 Stuart B. Burgdoerfer	Mgmt	Yes	For	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 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>							
1d	Elect Director Charles A. 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Progressive Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	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>							
1f	Elect Director Lawton W. Fitt	Mgmt	Yes	For	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 Patricia Griffith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Devin 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>							
1i	Elect Director Jeffrey D. 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>							
1j	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>							
1k	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>							
1l	Elect Director Kahina Van Dyke	Mgmt	Yes	For	For	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 shareholders would benefit from disclosure of annual incentive performance targets to assess the rigor of the plan, annual incentives are based on each of the company's business units and their specific performance. A majority of equity awards are performance-based and utilize multi-year performance periods.</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 2.37 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/15/2021	Auto-Approved	04/15/2021	278	278
Total Shares:							278	278

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Timken Company

Meeting Date: 05/07/2021	Country: USA	Primary Security ID: 887389104	Meeting ID: 1517986
Record Date: 02/22/2021	Meeting Type: Annual	Ticker: TKR	
Primary CUSIP: 887389104	Primary ISIN: US8873891043	Primary SEDOL: 2892807	Proxy Level: 3
	Shares Voted: 3,305	Votable Shares: 3,305	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 3,305

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maria A. Crowe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Elizabeth A. Harrell	Mgmt	Yes	For	For	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 G. Kyle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Sarah C. Lauber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director John A. Luke, 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 Christopher L. Mapes	Mgmt	Yes	For	For	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 F. 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 Ajita G. Rajendra	Mgmt	Yes	For	For	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 Frank C. 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 M. Timken, 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 Ward J. Timken, 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>						
1.12	Elect Director Jacqueline F. 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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Timken Company

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 18.42 percent of the fees paid to the auditor are for non-audit purposes.									
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/21/2021	Auto-Approved	04/21/2021	253	253
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	04/21/2021	Auto-Approved	04/21/2021	3,052	3,052
Total Shares:								3,305	3,305

Hexcel Corporation

Meeting Date: 05/10/2021	Country: USA	Primary Security ID: 428291108	Meeting ID: 1522164
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: HXL	
Primary CUSIP: 428291108	Primary ISIN: US4282911084	Primary SEDOL: 2416779	Proxy Level: 3
Total Ballots: 1	Shares Voted: 944	Votable Shares: 944	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 944

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nick L. Stanage	Mgmt	Yes	For	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 C. 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>							
1c	Elect Director Cynthia M. Egnatovich	Mgmt	Yes	For	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 A. Gendron	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jeffrey A. Graves	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Hexcel Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Guy C. Hachey	Mgmt	Yes	For	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 Marilyn L. Minus	Mgmt	Yes	For	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 Catherine A. Suever	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted. The annual bonus was entirely based on pre-set financial metrics with rigorous performance targets, and payout was not earned for two of the three metrics when threshold goals were not met. The majority of the CEO's annual equity grant was in performance-conditioned equity, where the relative metric pays out at target for above-median performance. In addition, a prior equity grant did not vest when goals were unmet, which is largely aligned with company performance.</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 5.77 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 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	04/26/2021	Auto-Approved	04/26/2021	944	944
Total Shares:							944	944

International Paper Company

Meeting Date: 05/10/2021	Country: USA	Primary Security ID: 460146103	Meeting ID: 1524001
Record Date: 03/11/2021	Meeting Type: Annual	Ticker: IP	
Primary CUSIP: 460146103	Primary ISIN: US4601461035	Primary SEDOL: 2465254	Proxy Level: 3
Shares Voted: 408		Votable Shares: 408	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 408

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher M. Connor	Mgmt	Yes	For	For	For	For

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Reporting Period: 07/01/2020 to 06/30/2021
 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 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>							
1c	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>							
1d	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>							
1e	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>							
1f	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>							
1g	Elect Director DG Macpherson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
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 Anton V. Vincent	Mgmt	Yes	For	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 12.73 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 CEO pay and company performance are reasonably aligned. The CEO's entire equity award is conditioned on long-term performance goals.</i>							
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. A reduction in the ownership threshold required to request a record date to initiate written consent would provide for a more meaningful written consent 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
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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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

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	04/06/2021	Auto-Approved	04/07/2021	408	408
Total Shares:							408	408

Markel Corporation

Meeting Date: 05/10/2021 Country: USA Primary Security ID: 570535104 Meeting ID: 1520715
 Record Date: 03/02/2021 Meeting Type: Annual Ticker: MKL

Primary CUSIP: 570535104 Primary ISIN: US5705351048 Primary SEDOL: 2566436 Proxy Level: 3

Shares Voted: 55 Votable Shares: 55 *Shares on Loan: 0 Shares Instructed: 55
 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 M. Besca	Mgmt	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 K. Bruce Connell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Thomas S. Gayner	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Greta J. 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 Diane Leopold	Mgmt	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 Lemuel E. 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.							
1g	Elect Director Anthony F. Markel	Mgmt	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 Steven A. Markel	Mgmt	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 Harold L. Morrison, 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.							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1j	Elect Director Michael O'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>							
1k	Elect Director A. Lynne Puckett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Richard R. Whitt, 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. Although certain concerns are noted, annual and long-term incentives are primarily performance-based and rely on multiyear performance periods.</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 5.95 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	04/27/2021	Auto-Approved	04/27/2021	55	55
Total Shares:							55	55

Stanley Black & Decker, Inc.

Meeting Date: 05/10/2021	Country: USA	Primary Security ID: 854502101	Meeting ID: 1523561
Record Date: 03/11/2021	Meeting Type: Annual	Ticker: SWK	
Primary CUSIP: 854502101	Primary ISIN: US8545021011	Primary SEDOL: B3Q2F34	Proxy Level: 3
	Shares Voted: 439	Votable Shares: 439	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 439	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director 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>							
1b	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1c	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>						
1d	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>						
1e	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>						
1f	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>						
1g	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>						
1h	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>						
1i	Elect Director Jane M. Palmieri	Mgmt	Yes	For	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 Mojdeh Poul	Mgmt	Yes	For	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 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>						
1l	Elect Director Irving Tan	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Concerns are raised regarding the use of annual performance measurement periods in the LTI program, the use of EPS metric for both STI and LTI programs, and the relative TSR metric targeting median performance with no vesting cap if TSR is negative. Nevertheless, annual incentives are granted as PSUs that require additional time vesting when earned, the CEO's target equity mix is at least half performance-based, the annual PSU goals are set at the beginning of the three-year performance period and are clearly disclosed, and the closing-cycle PSUs vested below target. Nevertheless, close shareholder monitoring of incentive pay outcomes is warranted.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 28.02 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	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>							
5	Eliminate Supermajority Vote Requirement Applicable Under the Connecticut Business Corporation Act	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in supermajority vote requirements would improve shareholder rights.</i>							
6	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 supermajority vote requirements would improve shareholder rights.</i>							
7	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 given that a majority vote standard will improve director accountability toward 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	04/27/2021	Auto-Approved	04/27/2021	439	439
Total Shares:							439	439

The Middleby Corporation

Meeting Date: 05/10/2021	Country: USA	Primary Security ID: 596278101	Meeting ID: 1525895
Record Date: 03/19/2021	Meeting Type: Annual	Ticker: MIDD	
Primary CUSIP: 596278101	Primary ISIN: US5962781010	Primary SEDOL: 2590930	Proxy Level: 3
	Shares Voted: 165	Votable Shares: 165	*Shares on Loan: 0
			Shares Instructed: 165
Total Ballots: 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Middleby Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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>						
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 the company demonstrated sufficient responsiveness to last year's low say-on-pay vote. In addition, although a concern is noted, pay and performance are reasonably aligned at this time.</i>						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: 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>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/19/2021	Auto-Approved	04/19/2021	165	165
Total Shares:							165	165

Uber Technologies, Inc.

Meeting Date: 05/10/2021	Country: USA	Primary Security ID: 90353T100	Meeting ID: 1523885
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: UBER	
Primary CUSIP: 90353T100	Primary ISIN: US90353T1007	Primary SEDOL: BK6N347	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Uber Technologies, Inc.

Shares Voted: 18,435

Votable Shares: 18,435

*Shares on Loan: 0

Shares Instructed: 18,435

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald 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 Revathi Advaiti	Mgmt	Yes	For	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 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>						
1d	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>						
1e	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>						
1f	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>						
1g	Elect Director Wan Ling Martello	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
1i	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>						
1j	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>						
1k	Elect Director Alexander 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>						
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 several concerns remain from last year, the company has taken steps to improve programs. First, the compensation committee introduced quantitative financial targets into the annual incentive program and will include thresholds and maximums in FY21. Further, the committee plans to increase the proportion of annual incentives based on pre-set, objective criteria next year as well. Lastly, while equity awards were majority time-based to most NEOs, including two who received sizable retention awards, FY21 equity grants will include performance equity for all NEOs and use a multi-year performance period for the majority of the grants. Nevertheless, given that the proxy does not disclose what portion of equity awards will be performance-based nor the three-year metrics, continued close monitoring is warranted.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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	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	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, if approved, 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 direct and indirect lobbying practices, policies, and expenditures 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
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	04/28/2021	Auto-Approved	04/28/2021	18,435	18,435
Total Shares:							18,435	18,435

3M Company

Meeting Date: 05/11/2021	Country: USA	Primary Security ID: 88579Y101	Meeting ID: 1501737
Record Date: 03/16/2021	Meeting Type: Annual	Ticker: MMM	
Primary CUSIP: 88579Y101	Primary ISIN: US88579Y1010	Primary SEDOL: 2595708	Proxy Level: 3
Total Ballots: 1	Shares Voted: 591	Votable Shares: 591	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 591

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 James R. Fitterling	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1f	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>						
1g	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>						
1h	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>						
1i	Elect Director Dambisa F. Moyo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Michael F. Roman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Patricia A. Woertz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	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>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- A majority of equity awards to the CEO are not tied to performance-contingent pay elements- High CEO pay relative to company performance compared to the company's peers- High CEO pay in relation to company peer group CEO median pay levels</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	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>						
6	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would further strengthen the company's commitment to the environmental and social goals of the Business Roundtable statement on the purpose of a corporation, where corporations endeavor to benefit all stakeholders, including customers, employees, suppliers, communities and 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
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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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

3M 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/26/2021	Auto-Approved	04/26/2021	591	591
Total Shares:							591	591

Alexion Pharmaceuticals, Inc.

Meeting Date: 05/11/2021	Country: USA	Primary Security ID: 015351109	Meeting ID: 1531411
Record Date: 03/30/2021	Meeting Type: Special	Ticker: ALXN	
Primary CUSIP: 015351109	Primary ISIN: US0153511094	Primary SEDOL: 2036070	Proxy Level: 5
Shares Voted: 224		Votable Shares: 224	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 224

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 process was thorough, shareholders are receiving a meaningful premium, the valuation appears fair, the strategic rationale is strong, the merger is expected to generate \$500 million in cost synergies and be accretive to earnings, there appears to be a downside risk of non-approval, and the balanced form of consideration allows for both liquidity and certainty of value while also allowing shareholders to participate in the potential upside of the combined company. As such, support FOR the proposed 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. Cash severance is double trigger, reasonably based, and no excise tax gross-ups are payable. While NEOs may potentially receive transaction bonuses, no such awards had been established as of the proxy filing date. In addition, the majority of equity awards will convert with double-trigger vesting provisions maintained.</i>							
3	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	04/23/2021	Auto-Approved	04/23/2021	224	224
Total Shares:							224	224

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ConocoPhillips

Meeting Date: 05/11/2021	Country: USA	Primary Security ID: 20825C104	Meeting ID: 1523555
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: COP	
Primary CUSIP: 20825C104	Primary ISIN: US20825C1045	Primary SEDOL: 2685717	Proxy Level: 3
	Shares Voted: 7,352	Votable Shares: 7,352	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 7,352

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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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 Timothy A. Leach	Mgmt	Yes	For	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 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>						
1j	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>						
1k	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>						
1l	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>						
1m	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1n	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>							
1o	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>							
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: A vote FOR this proposal is warranted. The change in pension value again constitutes a large portion of the CEO's reported pay; however, CEO total pay declined due to smaller bonus payouts year-over-year. Some concern remains, as the threshold and maximum goals and individual weightings are not clearly disclosed for certain metrics in the STI program, and the majority of relative metrics under the incentive programs target median performance. However, FY20 payouts were below target due to significant downward discretion, the equity awards are more than half performance-based with multi-year goals, and the committee exercised some negative discretion for closing-cycle performance shares when TSR was negative. Given the multiple years of above-vesting performance equity, continued shareholder monitoring is warranted with respect to incentive payouts.</i>							
4	Adopt Simple Majority Vote	SH	Yes	For	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 enhance shareholder rights.</i>							
5	Emission Reduction Targets	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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/29/2021	Auto-Approved	04/29/2021	7,228	7,228
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/29/2021	Auto-Approved	04/29/2021	124	124
Total Shares:							7,352	7,352

CubeSmart

Meeting Date: 05/11/2021	Country: USA	Primary Security ID: 229663109	Meeting ID: 1525555
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: CUBE	
Primary CUSIP: 229663109	Primary ISIN: US2296631094	Primary SEDOL: B6SW913	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CubeSmart

Shares Voted: 271 **Votable Shares:** 271 ***Shares on Loan:** 0 **Shares Instructed:** 271
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Piero Bussani	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 Dorothy Dowling	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 John W. Fain	Mgmt	Yes	For	For	Withhold	Withhold
<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>							
1.4	Elect Director Marianne M. Keler	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.5	Elect Director Christopher P. Marr	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.6	Elect Director Deborah R. Salzberg	Mgmt	Yes	For	For	Withhold	Withhold
<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>							
1.7	Elect Director John F. Remondi	Mgmt	Yes	For	For	Withhold	Withhold
<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>							
1.8	Elect Director Jeffrey F. Rogatz	Mgmt	Yes	For	For	Withhold	Withhold
<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>							
2	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 26.57 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 no significant concerns were identified and pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/07/2021	Auto-Approved	04/11/2021	271	271
Total Shares:							271	271

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Cummins Inc.

Meeting Date: 05/11/2021	Country: USA	Primary Security ID: 231021106	Meeting ID: 1523557
Record Date: 03/08/2021	Meeting Type: Annual	Ticker: CMI	
Primary CUSIP: 231021106	Primary ISIN: US2310211063	Primary SEDOL: 2240202	Proxy Level: 3
	Shares Voted: 101	Votable Shares: 101	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 101

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>						
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 Carla A. 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>						
7	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>						
8	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>						
9	Elect Director Thomas J. Lynch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
10	Elect Director William I. Miller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
11	Elect Director Georgia R. Nelson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
12	Elect Director Kimberly A. 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>						
13	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
14	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. The short-term incentive plan is entirely performance conditioned and the long-term incentive plan is majority performance based and expected to be entirely performance conditioned in FY21.									
15	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 3.45 percent of the fees paid to the auditor are for non-audit purposes.									
16	Abolish Professional Services Allowance	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted. While the dollar values of the perquisite targeted by the proponent are relatively modest, the professional services perquisite represents a non-performance-based benefit that is not available to the broader employee population. Such perquisites are not considered to be a best practice.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/15/2021	Auto-Approved	04/15/2021	101	101
Total Shares:								101	101

First American Financial Corporation

Meeting Date: 05/11/2021	Country: USA	Primary Security ID: 31847R102	Meeting ID: 1525484
Record Date: 03/17/2021	Meeting Type: Annual	Ticker: FAF	
Primary CUSIP: 31847R102	Primary ISIN: US31847R1023	Primary SEDOL: B4NFPK4	Proxy Level: 3
Total Ballots: 1	Shares Voted: 470	Votable Shares: 470	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 470

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dennis J. Gilmore	Mgmt	Yes	For	For	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 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>							
1.3	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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. FY20 marks the first year in which a quantitative pay-for-performance misalignment has been identified at the company. Despite a year-over-year decline in the CEO's performance year pay, significant pay program concerns are identified. In particular, the targets under the STI program were set below the prior year's results for a second consecutive year and the payouts were above-target in the last three years when stock price performance was mixed. Moreover, performance-based equity awards' backward-looking goals are the same as the STI goals, which are measured on an annual basis and not particularly rigorous (given the same goal setting concerns as noted under the STI program), and equity awards are entirely time-vested after the grant.</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 2.57 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	04/19/2021	Auto-Approved	04/19/2021	470	470
Total Shares:							470	470

MDU Resources Group, Inc.

Meeting Date: 05/11/2021	Country: USA	Primary Security ID: 552690109	Meeting ID: 1522725
Record Date: 03/12/2021	Meeting Type: Annual	Ticker: MDU	
Primary CUSIP: 552690109	Primary ISIN: US5526901096	Primary SEDOL: 2547323	Proxy Level: 3
	Shares Voted: 1,122	Votable Shares: 1,122	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,122	

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 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>							
1e	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

MDU Resources Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Dale S. 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>							
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>							
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 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	04/15/2021	Auto-Approved	04/15/2021	1,122	1,122
Total Shares:							1,122	1,122

Prudential Financial, Inc.

Meeting Date: 05/11/2021	Country: USA	Primary Security ID: 744320102	Meeting ID: 1522182
Record Date: 03/12/2021	Meeting Type: Annual	Ticker: PRU	
Primary CUSIP: 744320102	Primary ISIN: US7443201022	Primary SEDOL: 2819118	Proxy Level: 3
	Shares Voted: 241	Votable Shares: 241	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 241	

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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
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Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 Wendy 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>						
1.6	Elect Director Karl J. Krapek	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Peter R. Lighte	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Charles F. Lowrey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director George Paz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
1.12	Elect Director Douglas A. Scovanner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Michael A. Todman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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 CEO pay and company performance are reasonably aligned at this time. The majority of pay remains conditioned on objective financial performance, and the majority of equity awards are subject to a multi-year performance period.</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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
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Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
5	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.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/27/2021	Auto-Approved	04/27/2021	241	241
Total Shares:							241	241	

T. Rowe Price Group, Inc.

Meeting Date: 05/11/2021	Country: USA	Primary Security ID: 74144T108	Meeting ID: 1521470
Record Date: 03/11/2021	Meeting Type: Annual	Ticker: TROW	
Primary CUSIP: 74144T108	Primary ISIN: US74144T1088	Primary SEDOL: 2702337	Proxy Level: 3
Total Ballots: 2	Shares Voted: 508	Votable Shares: 508	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 508

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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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>							
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. While the short-term incentives remain highly discretionary, the long-term performance shares rely on a multi-year performance metric.</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 5.43 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/26/2021	Auto-Approved	04/26/2021	453	453
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/26/2021	Auto-Approved	04/26/2021	55	55
Total Shares:							508	508

The Gap, Inc.

Meeting Date: 05/11/2021	Country: USA	Primary Security ID: 364760108	Meeting ID: 1525032
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: GPS	
Primary CUSIP: 364760108	Primary ISIN: US3647601083	Primary SEDOL: 2360326	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Gap, Inc.

Total Ballots: 1		Shares Voted: 920	Votable Shares: 920		*Shares on Loan: 0	Shares Instructed: 920	
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John J. Fisher	Mgmt	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 J. Fisher	Mgmt	Yes	For	Against	Against	Against
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.							
1c	Elect Director William S. Fisher	Mgmt	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 Tracy Gardner	Mgmt	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 Isabella D. Goren	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Bob L. Martin	Mgmt	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 Miles	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Jorge P. Montoya	Mgmt	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 Chris O'Neill	Mgmt	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 Mayo A. Shattuck, III	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Elizabeth A. Smith	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1l	Elect Director Salaam Coleman Smith	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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.							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 33.99 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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Incentive programs are primarily based on objective performance measures, and the company is implementing its previously announced LTI program, which utilizes a multi-year performance period, in response to shareholder feedback. However, minimal disclosure of LTI targets impedes an informed assessment of the new program. In addition, the committee made pandemic-related modifications to equity awards that were granted under the legacy LTI program, which was originally based on performance over three annual periods. While investors have expressed a degree of flexibility regarding adjustments to FY20 annual incentives in light of the pandemic, changes to closing-cycle and in-progress long-term incentive awards are generally not viewed as appropriate reactions to COVID-related market disruption.</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 shares reserved is relatively conservative; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s):- The equity program is estimated to be excessively dilutive (overriding factor);- The plan cost is excessive;- The three-year average burn rate is excessive; 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2021	Auto-Approved	04/23/2021	920	920
Total Shares:							920	920

The Hanover Insurance Group, Inc.

Meeting Date: 05/11/2021	Country: USA	Primary Security ID: 410867105	Meeting ID: 1522585
Record Date: 03/15/2021	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		Shares Instructed: 100	
Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Harriett "Tee" Taggart	Mgmt	Yes	For	For	For	For

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

The Hanover Insurance Group, 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 Kevin J. Bradicich	Mgmt	Yes	For	For	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. Paul Condryn, 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>							
1.4	Elect Director Cynthia L. Egan	Mgmt	Yes	For	For	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 Kathleen S. 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>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: 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	04/15/2021	Auto-Approved	04/15/2021	100	100
Total Shares:							100	100

Whiting Petroleum Corporation

Meeting Date: 05/11/2021	Country: USA	Primary Security ID: 966387508	Meeting ID: 1523531
Record Date: 03/16/2021	Meeting Type: Annual	Ticker: WLL	
Primary CUSIP: 966387508	Primary ISIN: US9663875089	Primary SEDOL: BKPM646	Proxy Level: 3
Total Ballots: 1	Shares Voted: 4	Votable Shares: 4	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 4

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janet L. Carrig	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							

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Whiting Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Susan M. Cunningham	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 Paul J. Korus	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.4	Elect Director Kevin S. McCarthy	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.5	Elect Director Lynn A. Peterson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.6	Elect Director Daniel J. Rice, IV	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.7	Elect Director Anne Taylor	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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. In connection with the pandemic and several days before filing for bankruptcy, the company replaced the NEO performance-based annual incentive program, RSUs, and PSUs with a large cash payment that was paid immediately. The replacement of performance-based program with significant cash bonuses, especially in combination with the bankruptcy proceedings, is problematic.</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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2021	Auto-Approved	04/22/2021	4	4
Total Shares:							4	4

Willis Towers Watson Public Limited Company

Meeting Date: 05/11/2021	Country: Ireland	Primary Security ID: G96629103	Meeting ID: 1521279
Record Date: 03/11/2021	Meeting Type: Annual	Ticker: WLTW	
Primary CUSIP: G96629103	Primary ISIN: IE00BDB6Q211	Primary SEDOL: BDB6Q21	Proxy Level: N/A

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Willis Towers Watson Public Limited Company

Shares Voted: 186 **Votable Shares:** 186 ***Shares on Loan:** 0 **Shares Instructed:** 186
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director 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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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 1.39 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The company's equity awards are entirely performance-conditioned and annual incentive awards remain based primarily on financial performance, although shareholders should note performance targets were not disclosed for the year in review.</i>						

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

Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.								
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/14/2021	Auto-Approved	04/14/2021	186	186
Total Shares:							186	186

XPO Logistics, Inc.

Meeting Date: 05/11/2021	Country: USA	Primary Security ID: 983793100	Meeting ID: 1531661
Record Date: 04/08/2021	Meeting Type: Annual	Ticker: XPO	
Primary CUSIP: 983793100	Primary ISIN: US9837931008	Primary SEDOL: B6Z1355	Proxy Level: 3
Shares Voted: 60		Votable Shares: 60	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 60

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brad 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 Gena Ashe	Mgmt	Yes	For	For	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 Marlene Colucci	Mgmt	Yes	For	For	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 AnnaMaria DeSalva	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Michael Jesselson	Mgmt	Yes	For	For	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 Adrian Kingshott	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

XPO Logistics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Jason Papastavrou	Mgmt	Yes	For	For	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 Oren Shaffer	Mgmt	Yes	For	For	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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the Compensation Committee made some shareholder-requested changes to the pay program following engagement, the committee again did not address a stated investor preference for regularity and predictability in award-granting practices. In addition, the committee's commitment to not grant additional long-term awards was not particularly firm, raising concerns considering the recent history of sizable grants, the structure of FY20 awards, and the potential adjustments to the award due to the expected spin-off. Further, mitigating factors for the pay-for-performance misalignment have not been identified for the year in review. NEOs were awarded significant bonuses following lowered guidance in the third quarter. While certain COVID-related adjustments to incentive targets may be understandable, NEO award opportunities were not adjusted downward with the lowered goals and the committee did not provide sufficient rationale explaining how payouts were determined. Further concerns are noted regarding the long-term cash awards, as the awards were intended to cover multiple compensation periods; however, the performance and vesting periods are relatively short. Moreover, the magnitude of the CEO's total cash award is greater than five times the median total pay for CEO's in the Social Advisory Services- and company-selected peer group, which is particularly concerning given that the award follows consecutive years of sizable stock grants. In light of these concerns, support for this proposal is not warranted.</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>							
5	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>							
6	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 proposal is warranted, as a policy requiring pro-rata vesting 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	04/30/2021	Auto-Approved	04/30/2021	60	60
Total Shares:							60	60

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

YUM! Brands, Inc.

Meeting Date: 05/11/2021	Country: USA	Primary Security ID: 988498101	Meeting ID: 1526568
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: YUM	
Primary CUSIP: 988498101	Primary ISIN: US9884981013	Primary SEDOL: 2098876	Proxy Level: 3
Total Ballots: 1	Shares Voted: 180 Voting Policy: UUA	Votable Shares: 180 *Shares on Loan: 0	Shares Instructed: 180

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 Christopher M. Connor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director 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>						
1e	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>						
1f	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>						
1g	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>						
1h	Elect Director Lauren R. Hobart	Mgmt	Yes	For	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 7.70 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
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 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		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
<i>Voting Policy Rationale: Though pay is reasonably aligned with performance at this time, a cautionary vote FOR this proposal is warranted. Concerns are raised regarding the committee's discretionary adjustments under both the annual and long-term incentive programs. However, in each case, the discretionary adjustments resulted in below target payouts. Going forward, it is expected that payouts return to being subject to pre-set, objective measures, rather than relying heavily on committee discretion.</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/28/2021	Auto-Approved	04/28/2021	180	180
Total Shares:								180	180

American International Group, Inc.

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 026874784	Meeting ID: 1525026
Record Date: 03/17/2021	Meeting Type: Annual	Ticker: AIG	
Primary CUSIP: 026874784	Primary ISIN: US0268747849	Primary SEDOL: 2027342	Proxy Level: 3
	Shares Voted: 2,366	Votable Shares: 2,366	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 2,366

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Cole, 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 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>							
1c	Elect Director Brian Duperreault	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director John H. Fitzpatrick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director William G. Jurgensen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Christopher S. Lynch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1g	Elect Director Linda A. Mills	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Thomas F. Motamed	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Peter R. Porrino	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Amy L. Schioldager	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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>						
1m	Elect Director Peter S. Zaffino	Mgmt	Yes	For	For	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 some concern is raised regarding the relatively large entirely time-based promotional stock award granted to the new CEO, the award carries an extended vesting period and half of his regular equity awards will be performance-conditioned. Additionally, although the annual incentive structure was modified due to the impacts of the COVID-19 pandemic, the compensation committee used its discretion to decrease payouts to target, despite above target performance. Nevertheless, shareholders should continue to monitor pay decisions for the new CEO, as well as the compensation committee's potential use of discretion to increase payouts under both the STI and LTI plans.</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 3.47 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 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	04/19/2021	Auto-Approved	04/19/2021	2,281	2,281

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

American International Group, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/19/2021	Auto-Approved	04/19/2021	85	85
Total Shares:							2,366	2,366

American Water Works Company, Inc.

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 030420103	Meeting ID: 1524507
Record Date: 03/17/2021	Meeting Type: Annual	Ticker: AWK	
Primary CUSIP: 030420103	Primary ISIN: US0304201033	Primary SEDOL: B2R3PV1	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 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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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	
1j	Elect Director James G. Stavridis	Mgmt	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 Lloyd M. Yates	Mgmt	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. Annual incentive awards were based on pre-set goals, and equity awards were primarily performance-based.								
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this item is warranted because only 4.60 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	04/16/2021	Auto-Approved	04/16/2021	77	77
Total Shares:							77	77

Colfax Corporation

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 194014106	Meeting ID: 1526531
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: CFX	
Primary CUSIP: 194014106	Primary ISIN: US1940141062	Primary SEDOL: B2RB4W9	Proxy Level: 3
	Shares Voted: 601	Votable Shares: 601	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 601	

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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 Philip A. Okala	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director A. 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>						
1i	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>						
1j	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>						
1k	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 only 2.11 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	04/14/2021	Auto-Approved	04/14/2021	601	601
Total Shares:							601	601

Everest Re Group, Ltd.

Meeting Date: 05/12/2021	Country: Bermuda	Primary Security ID: G3223R108	Meeting ID: 1529987
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: RE	
Primary CUSIP: G3223R108	Primary ISIN: BMG3223R1088	Primary SEDOL: 2556868	Proxy Level: N/A

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Everest Re Group, Ltd.

Shares Voted: 27 **Votable Shares:** 27 ***Shares on Loan:** 0 **Shares Instructed:** 27
Total Ballots: 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. Amore	Mgmt	Yes	For	For	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 Juan C. 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>							
1.3	Elect Director William F. Galtney, 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 John A. Graf	Mgmt	Yes	For	For	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 Meryl Hartzband	Mgmt	Yes	For	For	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 Gerri Losquadro	Mgmt	Yes	For	For	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 Roger M. Singer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Joseph V. Taranto	Mgmt	Yes	For	For	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 A. Weber	Mgmt	Yes	For	For	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 10.10 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. Although the committee applied discretion to adjust the annual incentive financial metric, the rationale and magnitude of the adjustment appear reasonable. However, concerns remain with the lack of a multi-year performance period in the long-term plan, and the COVID-19 adjustments to in-progress long-term incentives.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/20/2021	Auto-Approved	04/20/2021	27	27
Total Shares:							27	27

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Everest Re Group, Ltd.

First Solar, Inc.

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 336433107	Meeting ID: 1526540
Record Date: 03/23/2021	Meeting Type: Annual	Ticker: FSLR	
Primary CUSIP: 336433107	Primary ISIN: US3364331070	Primary SEDOL: B1HMF22	Proxy Level: 2
	Shares Voted: 53	Votable Shares: 53	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 53

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. 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 Kathryn A. Hollister	Mgmt	Yes	For	For	Against	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 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>						
1.7	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>						
1.8	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>						
1.9	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>						
1.10	Elect Director Michael 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>						
1.11	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
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First Solar, 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 13.11 percent of the fees paid to the auditor are for non-audit purposes.									
3	Report on Board Diversity	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this resolution is warranted because the company's board nomination criteria do not specifically ensure that director candidate pools include diverse candidates. This is of heightened concern given that the board currently has no racially or ethnically diverse directors.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/26/2021	Auto-Approved	04/26/2021	53	53
Total Shares:								53	53

Floor & Decor Holdings, Inc.

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 339750101	Meeting ID: 1520307
Record Date: 03/16/2021	Meeting Type: Annual	Ticker: FND	
Primary CUSIP: 339750101	Primary ISIN: US3397501012	Primary SEDOL: BYQHP96	Proxy Level: 3
Shares Voted: 4,485		Votable Shares: 4,485	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 4,485

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Norman H. Axelrod	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Ryan Marshall	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Richard L. Sullivan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1d	Elect Director Felicia D. Thornton	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 19.04 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>							
5	Eliminate Supermajority Vote Requirements	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
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	04/26/2021	Auto-Approved	04/26/2021	4,485	4,485
Total Shares:							4,485	4,485

frontdoor, inc.

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 35905A109	Meeting ID: 1525839
Record Date: 03/23/2021	Meeting Type: Annual	Ticker: FTDR	
Primary CUSIP: 35905A109	Primary ISIN: US35905A1097	Primary SEDOL: BFYF094	Proxy Level: 3
	Shares Voted: 157	Votable Shares: 157	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 157	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard P. Fox	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 Brian P. McAndrews	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Rexford J. Tibbens	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1d	Elect Director Anna C. Catalano	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1e	Elect Director William C. Cobb	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

frontdoor, 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 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.								
4	Amend Certificate of Incorporation Regarding Supermajority Vote Requirements and Advancement of Expenses	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted. The elimination of the supermajority vote requirements will give shareholders a more meaningful impact on certain governance provisions which may impact their rights, and the clarification of the availability of the advancement of expenses to directors and officers is a primarily administrative change.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/20/2021	Auto-Approved	04/20/2021	157	157
Total Shares:							157	157

Gilead Sciences, Inc.

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 375558103	Meeting ID: 1524996
Record Date: 03/19/2021	Meeting Type: Annual	Ticker: GILD	
Primary CUSIP: 375558103	Primary ISIN: US3755581036	Primary SEDOL: 2369174	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,644	Votable Shares: 1,644	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,644

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
<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 A. Bluestone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Sandra J. Horning	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Kelly A. 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
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Gilead Sciences, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Kevin E. Lofton	Mgmt	Yes	For	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 Daniel P. O'Day	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Javier J. Rodriguez	Mgmt	Yes	For	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 Anthony Welters	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 9.57 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: Given that pay is reasonably aligned with performance at this time, a vote FOR this proposal is warranted.</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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/30/2021	Auto-Approved	04/30/2021	1,644	1,644
Total Shares:							1,644	1,644

HollyFrontier Corporation

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 436106108	Meeting ID: 1522165
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: HFC	
Primary CUSIP: 436106108	Primary ISIN: US4361061082	Primary SEDOL: B5VX1H6	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

HollyFrontier Corporation

Shares Voted: 588 **Votable Shares:** 588 ***Shares on Loan:** 0 **Shares Instructed:** 588
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	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 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>						
1c	Elect Director Leldon E. Echols	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Manuel J. 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>						
1e	Elect Director Michael C. 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>						
1f	Elect Director R. Craig Knocke	Mgmt	Yes	For	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. Kostelnik	Mgmt	Yes	For	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 H. 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>						
1i	Elect Director Franklin Myers	Mgmt	Yes	For	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 E. 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>						
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. Annual incentive awards are based primarily on a mix of objective performance metrics and half of the company's equity awards are conditioned on multi-year relative financial performance 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 22.05 percent of the fees paid to the auditor are for non-audit purposes.</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 topics that may impact their rights.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

HollyFrontier 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	04/13/2021	Auto-Approved	04/13/2021	588	588
Total Shares:							588	588

IDEX Corporation

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 45167R104	Meeting ID: 1520714
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: IEX	
Primary CUSIP: 45167R104	Primary ISIN: US45167R1041	Primary SEDOL: 2456612	Proxy Level: 3
	Shares Voted: 883	Votable Shares: 883	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 883	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William M. Cook	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.							
1b	Elect Director Mark A. Buthman	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.							
1c	Elect Director Lakecia N. Gunter	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While the compensation committee exercised its discretion to increase annual incentive awards in response to the impact of the COVID-19 pandemic, the rationale for these adjustments is clearly disclosed and annual incentives were still earned below target. Additionally, around half of the company's equity grants are conditioned on long-term relative performance.							
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 27.18 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/05/2021	Auto-Approved	04/12/2021	883	883
Total Shares:							883	883

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

IDEX Corporation

IDEXX Laboratories, Inc.

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 45168D104	Meeting ID: 1525781
Record Date: 03/19/2021	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
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
1a	Elect Director Bruce L. Clafin	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 Asha S. 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>							
1c	Elect Director Daniel M. Junius	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 Sam Samad	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 27.73 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. Although shareholders would benefit from increased disclosure regarding threshold and maximum goals for the financial performance factors, annual incentives were primarily determined by pre-set financial metrics. In addition, performance-based stock options were introduced for FY21.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/19/2021	Auto-Approved	04/19/2021	18	18
Total Shares:							18	18

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Insmmed Incorporated

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 457669307	Meeting ID: 1526548
Record Date: 03/19/2021	Meeting Type: Annual	Ticker: INSM	
Primary CUSIP: 457669307	Primary ISIN: US4576693075	Primary SEDOL: 2614487	Proxy Level: 3
	Shares Voted: 3,186	Votable Shares: 3,186	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,186

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David R. Brennan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Leo 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>							
1.3	Elect Director Carol A. Schafer	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 Melvin Sharoky	Mgmt	Yes	For	For	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 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>							

Ballot Details

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	04/20/2021	Auto-Approved	04/20/2021	3,186	3,186
Total Shares:							3,186	3,186

Iron Mountain Incorporated

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 46284V101	Meeting ID: 1524005
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: IRM	
Primary CUSIP: 46284V101	Primary ISIN: US46284V1017	Primary SEDOL: BVFTF03	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Iron Mountain Incorporated

Shares Voted: 672 **Votable Shares:** 672 ***Shares on Loan:** 0 **Shares Instructed:** 672
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	Mgmt	Yes	For	For	For	For
	<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	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 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 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>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	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>						
1k	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>						
1l	Elect Director Alfred J. Verrecchia	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	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;- There is a cap placed on employee contributions;- 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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
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 for the year in review. While the committee used discretion to modify the annual incentive's financial targets, the rationale for the adjustment and the cap established appear reasonable.									
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 19.42 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
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/20/2021	Auto-Approved	04/20/2021	672	672
Total Shares:								672	672

Kinder Morgan, Inc.

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 49456B101	Meeting ID: 1523855
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: KMI	
Primary CUSIP: 49456B101	Primary ISIN: US49456B1017	Primary SEDOL: B3NQ4P8	Proxy Level: 3
Shares Voted: 2,700		Votable Shares: 2,700	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 2,700

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>							
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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1.7	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. The nominee is employed full-time and sits on boards at more than 2 public companies.</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 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>						
1.12	Elect Director William A. Smith	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.13	Elect Director Joel V. Staff	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.14	Elect Director Robert F. Vagt	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.15	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	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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.64 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. 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	05/05/2021	Auto-Approved	05/05/2021	2,360	2,360
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/05/2021	Auto-Approved	05/05/2021	340	340
Total Shares:							2,700	2,700

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Kinder Morgan, Inc.

Kohl's Corporation

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 500255104	Meeting ID: 1534857
Record Date: 03/24/2021	Meeting Type: Annual	Ticker: KSS	
Primary CUSIP: 500255104	Primary ISIN: US5002551043	Primary SEDOL: 2496113	Proxy Level: 3
	Shares Voted: 662	Votable Shares: 662	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 662

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Bender	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director 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>						
1.3	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>						
1.4	Elect Director Yael Cosset	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 H. Charles Floyd	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. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	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>						
1.7	Elect Director Robbin 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 Jonas Prising	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director John E. Schlifske	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1.10	Elect Director Adrienne Shapira	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.11	Elect Director Frank V. Sica	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.							
1.12	Elect Director Stephanie A. Streeter	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named 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 Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 40.01 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	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's existing good governance practices provide an effective counterbalance to the absence of a meaningful right to act by written consent.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/21/2021	Auto-Approved	04/21/2021	331	331
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/21/2021	Auto-Approved	04/21/2021	331	331
Total Shares:							662	662

Landstar System, Inc.

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 515098101	Meeting ID: 1523856
Record Date: 03/17/2021	Meeting Type: Annual	Ticker: LSTR	
Primary CUSIP: 515098101	Primary ISIN: US5150981018	Primary SEDOL: 2503994	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Landstar System, 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 James B. Gattoni	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director Anthony J. Orlando	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	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	04/08/2021	Auto-Approved	04/12/2021	114	114
Total Shares:							114	114

Macquarie Infrastructure Corporation

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 55608B105	Meeting ID: 1523915
Record Date: 03/17/2021	Meeting Type: Annual	Ticker: MIC	
Primary CUSIP: 55608B105	Primary ISIN: US55608B1052	Primary SEDOL: B1Z4VB1	Proxy Level: 3
	Shares Voted: 2,731	Votable Shares: 2,731	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,731	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amanda Brock	Mgmt	Yes	For	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 Norman H. Brown, 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 Christopher Frost	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1d	Elect Director Maria Jelescu-Dreyfus	Mgmt	Yes	For	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 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>							
1f	Elect Director H.E. (Jack) Lentz	Mgmt	Yes	For	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 Ouma Sananikone	Mgmt	Yes	For	For	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. 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/13/2021	Auto-Approved	04/13/2021	2,731	2,731
Total Shares:							2,731	2,731

Mirati Therapeutics, Inc.

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 60468T105	Meeting ID: 1533671
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: MRTX	
Primary CUSIP: 60468T105	Primary ISIN: US60468T1051	Primary SEDOL: BBPK0J0	Proxy Level: 3
Shares Voted: 499		Votable Shares: 499	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 499

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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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	Withhold	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 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	Withhold	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	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 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>						
1.10	Elect Director Shalini Sharp	Mgmt	Yes	For	For	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. Annual incentives were primarily determined by objective metrics tied to clinical trials and development programs. In addition, while equity awards were entirely time-vesting, a majority were delivered in stock options, which are considered more strongly performance based for clinical-stage pharmaceutical companies. However, while sufficient mitigating factors were identified for the pay-for-performance misalignment, there are significant concerns regarding problematic severance payments and accelerated equity vesting awarded to NEOs Donadio and Chen upon what appear to be voluntary resignations. Shareholders generally view such payments upon a voluntary termination as a poor practice, as severance is intended to protect against involuntary job loss.</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 23.85 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>						

Ballot Details

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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Mirati Therapeutics, 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	04/30/2021	Auto-Approved	04/30/2021	499	499
Total Shares:							499	499

National Retail Properties, Inc.

Meeting Date: 05/12/2021 **Country:** USA **Primary Security ID:** 637417106 **Meeting ID:** 1520274
Record Date: 03/15/2021 **Meeting Type:** Annual **Ticker:** NNN

Primary CUSIP: 637417106 **Primary ISIN:** US6374171063 **Primary SEDOL:** 2211811 **Proxy Level:** 3

Shares Voted: 543 **Votable Shares:** 543 ***Shares on Loan:** 0 **Shares Instructed:** 543
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela K M. Beall	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 Steven D. Cosler	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 Don DeFosset	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.4	Elect Director David M. Fick	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 Edward J. Fritsch	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 Kevin B. Habicht	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 Betsy D. Holden	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>							
1.8	Elect Director Julian E. Whitehurst	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

National Retail Properties, 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 3.39 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	04/15/2021	Auto-Approved	04/15/2021	543	543
Total Shares:							543	543	

NovaGold Resources Inc.

Meeting Date: 05/12/2021	Country: Canada	Primary Security ID: 66987E206	Meeting ID: 1504208
Record Date: 03/18/2021	Meeting Type: Annual/Special	Ticker: NG	
Primary CUSIP: 66987E206	Primary ISIN: CA66987E2069	Primary SEDOL: 2135450	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,714	Votable Shares: 1,714	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,714

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elaine Dorward-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>							
1b	Elect Director Sharon Dowdall	Mgmt	Yes	For	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 Diane 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>							
1d	Elect Director Thomas 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>							
1e	Elect Director Gregory 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>							
1f	Elect Director Igor Levental	Mgmt	Yes	For	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 Kalidas Madhavpeddi	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

NovaGold Resources Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Clynton Nauman	Mgmt	Yes	For	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 Ethan Schutt	Mgmt	Yes	For	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 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	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 1.32 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Amend Articles	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed changes are primarily administrative in nature and will not have a material impact on the rights and abilities of current shareholders.</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	04/12/2021	Auto-Approved	04/12/2021	1,714	1,714
Total Shares:							1,714	1,714

Perrigo Company plc

Meeting Date: 05/12/2021	Country: Ireland	Primary Security ID: G97822103	Meeting ID: 1526522
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: PRGO	
Primary CUSIP: G97822103	Primary ISIN: IE00BGH1M568	Primary SEDOL: BGH1M56	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 1,093	Votable Shares: 1,093	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,093

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	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: 07/01/2020 to 06/30/2021
 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
1.2	Elect Director Orlando D. Ashford	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Rolf A. Classon	Mgmt	Yes	For	For	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 C. Doyle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Adriana Karaboutis	Mgmt	Yes	For	For	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 Murray S. Kessler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Jeffrey B. Kindler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Erica L. Mann	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Donal O'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>						
1.10	Elect Director Geoffrey M. 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>						
1.11	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>						
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 only 4.82 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 relatively aligned at this time. The majority of CEO pay remains conditioned on objective financial performance, and the majority of equity awards are based on a multi-year performance period.</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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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	
5	Authorize Issuance of Equity without Preemptive Rights	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/19/2021	Auto-Approved	04/19/2021	1,093	1,093
Total Shares:							1,093	1,093

Phillips 66

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 718546104	Meeting ID: 1523862
Record Date: 03/17/2021	Meeting Type: Annual	Ticker: PSX	
Primary CUSIP: 718546104	Primary ISIN: US7185461040	Primary SEDOL: B78C4Y8	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,516	Votable Shares: 1,516	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,516

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julie L. Bushman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1b	Elect Director Lisa A. Davis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</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 2.36 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Phillips 66

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 the proposal is warranted. Although the annual bonus payout was primarily based on pre-set objective metrics in FY20, goal-setting concerns are raised. Several of the metrics used to determine annual incentives were set below actual performance in the prior year, without a reduction in the target opportunity. Further, the program allows for a relatively large potential adjustment to payouts for individual performance which, although it did not adjust the CEO's payout for the year in review, impacted payouts to other NEOs. In the long-term program, though half of the program is based on performance criteria which utilize multi-year performance periods, relative metrics historically target merely the median while the absolute metric does not disclose its forward-looking goal. The closing cycle award was earned above target, against merely median goals, and after the company made a sizable adjustment to the most recent year's ROCE performance, with limited explanation.</i>							
5	Adopt GHG Emissions Reduction Targets	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i>							
6	Report on Climate Lobbying	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A recommendation 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 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	05/04/2021	Auto-Approved	05/04/2021	1,516	1,516
Total Shares:							1,516	1,516

Primerica, Inc.

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 74164M108	Meeting ID: 1525562
Record Date: 03/16/2021	Meeting Type: Annual	Ticker: PRI	
Primary CUSIP: 74164M108	Primary ISIN: US74164M1080	Primary SEDOL: B50K3X8	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,333	Votable Shares: 1,333	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,333

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Addison, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Joel M. Babbit	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1c	Elect Director P. George Benson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director C. Saxby Chambliss	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Gary L. Crittenden	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Cynthia N. Day	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Sanjeev Dheer	Mgmt	Yes	For	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 Beatriz R. Perez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director D. Richard Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Glenn J. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Barbara A. Yastine	Mgmt	Yes	For	For	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 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/13/2021	Auto-Approved	04/13/2021	1,333	1,333
Total Shares:							1,333	1,333

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Range Resources Corporation

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 75281A109	Meeting ID: 1526773
Record Date: 03/26/2021	Meeting Type: Annual	Ticker: RRC	
Primary CUSIP: 75281A109	Primary ISIN: US75281A1097	Primary SEDOL: 2523334	Proxy Level: 3
	Shares Voted: 1,091	Votable Shares: 1,091	*Shares on Loan: 0
Total Ballots: 1	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 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>						
1c	Elect Director James M. Funk	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1d	Elect Director Steve D. Gray	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1e	Elect Director 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>						
1f	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>						
1g	Elect Director Jeffrey L. Ventura	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Following low support to last year's say-on-pay proposal, the company disclosed its engagement efforts with shareholders, provided clear disclosure of shareholder feedback it received, and implemented several positive changes to the executive compensation program. Additionally, 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 none 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>						

Ballot Details

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	04/26/2021	Auto-Approved	04/26/2021	1,091	1,091

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Range Resources Corporation

Total Shares: 1,091 1,091

Skyworks Solutions, Inc.

Meeting Date: 05/12/2021 **Country:** USA **Primary Security ID:** 83088M102 **Meeting ID:** 1522681
Record Date: 03/18/2021 **Meeting Type:** Annual **Ticker:** SWKS

Primary CUSIP: 83088M102 **Primary ISIN:** US83088M1027 **Primary SEDOL:** 2961053 **Proxy Level:** 3

Shares Voted: 366 **Votable Shares:** 366 ***Shares on Loan:** 0 **Shares Instructed:** 366

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 Alan S. Batey	Mgmt	Yes	For	For	Against	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 Kevin L. Beebe	Mgmt	Yes	For	For	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 Timothy R. Furey	Mgmt	Yes	For	For	Against	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 Liam K. Griffin	Mgmt	Yes	For	For	Against	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 Christine King	Mgmt	Yes	For	For	Against	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 David P. McGlade	Mgmt	Yes	For	For	Against	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 A. Schriesheim	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Kimberly S. Stevenson	Mgmt	Yes	For	For	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 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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Skyworks Solutions, 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. There are significant concerns with respect to the equity compensation program. Specifically, a large portion of LTI awards may be earned based on annual performance, which undermines the long-term nature of such awards. Also, the one long-term metric utilized by performance shares may be earned at target for TSR at only the median of the comparator group, which is not viewed as a particularly rigorous goal, and the proxy does not disclose a vesting cap for instances of negative absolute TSR. In addition, the company lowered the threshold for TSR performance for the current awards from the 40th to the 25th percentile, with limited rationale. The company also provided a large (\$5 million) retention award to the CEO and other NEOs received significant one-time awards that are not performance based.</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	Adopt Simple Majority Vote	SH	Yes	None	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 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	04/27/2021	Auto-Approved	04/27/2021	366	366
Total Shares:							366	366

Turquoise Hill Resources Ltd.

Meeting Date: 05/12/2021	Country: Canada	Primary Security ID: 900435207	Meeting ID: 1508128
Record Date: 03/24/2021	Meeting Type: Annual	Ticker: TRQ	
Primary CUSIP: 900435207	Primary ISIN: CA9004352071	Primary SEDOL: BMQB72	Proxy Level: 3
Shares Voted: 1,075		Votable Shares: 1,075	*Shares on Loan: 0
Shares Instructed: 1,075			
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director George R. Burns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Russel Robertson and Maryse Saint-Laurent for lack of diversity on the board. Vote FOR the remaining proposed nominees.</i>							
1.2	Elect Director R. Peter Gillin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Russel Robertson and Maryse Saint-Laurent for lack of diversity on the board. Vote FOR the remaining proposed nominees.</i>							
1.3	Elect Director Alfred P. Grigg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Russel Robertson and Maryse Saint-Laurent for lack of diversity on the board. Vote FOR the remaining proposed nominees.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Turquoise Hill Resources Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Stephen Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Russel Robertson and Maryse Saint-Laurent for lack of diversity on the board. Vote FOR the remaining proposed nominees.</i>							
1.5	Elect Director Russel C. Robertson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Russel Robertson and Maryse Saint-Laurent for lack of diversity on the board. Vote FOR the remaining proposed nominees.</i>							
1.6	Elect Director Maryse Saint-Laurent	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Russel Robertson and Maryse Saint-Laurent for lack of diversity on the board. Vote FOR the remaining proposed nominees.</i>							
1.7	Elect Director Steve Thibeault	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Russel Robertson and Maryse Saint-Laurent for lack of diversity on the board. Vote FOR the remaining proposed nominees.</i>							
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/19/2021	Auto-Approved	04/19/2021	1,075	1,075
Total Shares:							1,075	1,075

Wyndham Hotels & Resorts, Inc.

Meeting Date: 05/12/2021	Country: USA	Primary Security ID: 98311A105	Meeting ID: 1525856
Record Date: 03/18/2021	Meeting Type: Annual	Ticker: WH	
Primary CUSIP: 98311A105	Primary ISIN: US98311A1051	Primary SEDOL: BF108P4	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 Stephen P. Holmes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Geoffrey A. Ballotti	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Wyndham Hotels & Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Myra J. Biblowit	Mgmt	Yes	For	For	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 E. Buckman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Bruce B. Churchill	Mgmt	Yes	For	For	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 Mukul V. Deoras	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Ronald L. 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>							
1.8	Elect Director Pauline D.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>							
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 15.16 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	04/14/2021	Auto-Approved	04/14/2021	100	100
Total Shares:							100	100

Avantor, Inc.

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 05352A100	Meeting ID: 1531608
Record Date: 03/19/2021	Meeting Type: Annual	Ticker: AVTR	
Primary CUSIP: 05352A100	Primary ISIN: US05352A1007	Primary SEDOL: BJLT387	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Avantor, Inc.

Shares Voted: 373	Votable Shares: 373	*Shares on Loan: 0	Shares Instructed: 373
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 Matthew Holt	Mgmt	Yes	For	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 Christi 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>						
1c	Elect Director Michael Severino	Mgmt	Yes	For	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 Summe	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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	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. A vote FOR this proposal is therefore warranted as it represents an enhancement to shareholder's rights.</i>						
2b	Eliminate Supermajority Vote Requirements	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in supermajority vote requirements enhances shareholder rights.</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>						
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. While the company adjusted the performance period in the short-term incentive program, pay and performance are reasonably aligned at this time. A vote FOR this proposal is warranted. While the company adjusted the performance period in the short-term incentive program, 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	04/28/2021	Auto-Approved	04/28/2021	373	373
Total Shares:							373	373

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Avient Corporation

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 05368V106	Meeting ID: 1524590
Record Date: 03/16/2021	Meeting Type: Annual	Ticker: AVNT	
Primary CUSIP: 05368V106	Primary ISIN: US05368V1061	Primary SEDOL: BMHWY55	Proxy Level: 3
	Shares Voted: 5,263	Votable Shares: 5,263	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 5,263

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert E. Abernathy	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 Richard H. Fearon	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 Gregory J. Goff	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.4	Elect Director William R. Jellison	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.5	Elect Director Sandra Beach Lin	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.6	Elect Director Kim Ann Mink	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.7	Elect Director Robert M. Patterson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.8	Elect Director Kerry J. Preete	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.9	Elect Director Patricia Verduin	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.10	Elect Director William A. Wulfsohn	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	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- A majority of equity awards to the CEO are not tied to performance-contingent pay elements;- Excessive differentials between CEO pay and the pay of other named executive officers at the firm</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 15.94 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Avient 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/19/2021	Auto-Approved	04/19/2021	5,263	5,263
Total Shares:							5,263	5,263

BlackLine, Inc.

Meeting Date: 05/13/2021 Country: USA Primary Security ID: 09239B109 Meeting ID: 1522934
 Record Date: 03/17/2021 Meeting Type: Annual Ticker: BL

Primary CUSIP: 09239B109 Primary ISIN: US09239B1098 Primary SEDOL: BD3WZS6 Proxy Level: 3

Shares Voted: 1,594 Votable Shares: 1,594 *Shares on Loan: 0 Shares Instructed: 1,594

Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Owen Ryan	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Owen Ryan, Kevin Thompson, and Sophia Velastegui 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 Kevin Thompson	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Owen Ryan, Kevin Thompson, and Sophia Velastegui 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 Sophia Velastegui	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Owen Ryan, Kevin Thompson, and Sophia Velastegui 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 only 6.31 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	04/22/2021	Auto-Approved	04/22/2021	1,594	1,594

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

BlackLine, Inc.

Total Shares: 1,594 1,594

Cboe Global Markets, Inc.

Meeting Date: 05/13/2021 **Country:** USA **Primary Security ID:** 12503M108 **Meeting ID:** 1526256
Record Date: 03/18/2021 **Meeting Type:** Annual **Ticker:** CBOE

Primary CUSIP: 12503M108 **Primary ISIN:** US12503M1080 **Primary SEDOL:** B5834C5 **Proxy Level:** 3

Shares Voted: 259 **Votable Shares:** 259 ***Shares on Loan:** 0 **Shares Instructed:** 259

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 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>						
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 Ivan K. Fong	Mgmt	Yes	For	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 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>						
1g	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>						
1h	Elect Director Alexander J. Matturri, 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 Jennifer J. McPeck	Mgmt	Yes	For	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 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>						
1k	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1l	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>							
1m	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>							
1n	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 CEO pay and company performance are reasonably aligned at this time. The majority of the CEO's annual incentive award is conditioned on objective financial performance and half of regular equity grants are conditioned on long-term financial performance.</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 1.62 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	04/08/2021	Auto-Approved	04/13/2021	166	166
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	04/08/2021	Auto-Approved	04/13/2021	93	93
Total Shares:							259	259

Cheniere Energy, Inc.

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 16411R208	Meeting ID: 1530022
Record Date: 03/29/2021	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: 07/01/2020 to 06/30/2021
 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 David B. Kilpatrick	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1f	Elect Director Sean T. Klimczak	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1g	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>							
1h	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>							
1i	Elect Director Neal A. Shear	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1j	Elect Director Andrew J. Teno	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR this item. While the compensation committee utilized discretion to increase the CEO's annual incentive award, this did not result in a misalignment between pay and performance for the year in review. Additionally, half of the company's equity awards are conditioned on long-term financial performance goals.</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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2021	Auto-Approved	04/22/2021	77	77
Total Shares:							77	77

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CoreCivic, Inc.

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 21871N101	Meeting ID: 1524364
Record Date: 03/17/2021	Meeting Type: Annual	Ticker: CXW	
Primary CUSIP: 21871N101	Primary ISIN: US21871N1019	Primary SEDOL: BZ8VC58	Proxy Level: 3
Total Ballots: 1	Shares Voted: 234 Voting Policy: UUA	Votable Shares: 234 *Shares on Loan: 0	Shares Instructed: 234

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donna M. Alvarado	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: 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>						
1b	Elect Director Robert J. Dennis	Mgmt	Yes	For	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. Emkes	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Emkes, Stacia Hylton, Thurgood Marshall Jr. and Charles Overby is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Damon T. Hiningner	Mgmt	Yes	For	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 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>						
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	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 Thurgood Marshall, Jr.	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Emkes, Stacia Hylton, Thurgood Marshall Jr. and Charles Overby is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company 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	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 Charles L. Overby	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Emkes, Stacia Hylton, Thurgood Marshall Jr. and Charles Overby is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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	
1k	Elect Director John R. Prann, Jr.	Mgmt	Yes	For	For	Against	Against	
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.								
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	Against	Against	
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 31.28 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. Annual incentives were determined by pre-set objective metrics and below-target payouts generally reflected the company's weakened financial performance for the year in review. In addition, a majority of the CEO's equity awards were performance conditioned. However, performance is measured over relatively short one-year periods, which undermines the long-term nature of the awards.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/03/2021	Auto-Approved	05/04/2021	234	234
Total Shares:							234	234

Corporate Office Properties Trust

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 22002T108	Meeting ID: 1526533
Record Date: 03/12/2021	Meeting Type: Annual	Ticker: OFC	
Primary CUSIP: 22002T108	Primary ISIN: US22002T1088	Primary SEDOL: 2756152	Proxy Level: 3
Total Ballots: 1	Shares Voted: 156	Votable Shares: 156	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 156

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	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Stephen E. Budorick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Robert L. Denton, Sr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Philip L. Hawkins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1e	Elect Director David M. Jacobstein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Steven D. Kesler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Letitia A. Long	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Raymond L. Owens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director C. Taylor Pickett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Lisa G. Trimberger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 15.73 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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/19/2021	Auto-Approved	04/19/2021	156	156
Total Shares:							156	156

CVS Health Corporation

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 126650100	Meeting ID: 1524007
Record Date: 03/17/2021	Meeting Type: Annual	Ticker: CVS	
Primary CUSIP: 126650100	Primary ISIN: US1266501006	Primary SEDOL: 2577609	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CVS Health Corporation

Shares Voted: 2,547 **Votable Shares:** 2,547 ***Shares on Loan:** 0 **Shares Instructed:** 2,547
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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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 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 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 8.15 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted. Following a failed say-on-pay vote result, the company engaged with shareholders, disclosed their concerns, and made changes to the pay program in response to shareholder feedback. In addition, pay-for-performance concerns are sufficiently mitigated. The annual bonus remains largely based on pre-set financial metrics and the company improved disclosure of each executive's individual performance. Further, the compensation committee used its discretion to decrease payouts when performance was unexpectedly improved by the conditions surrounding the pandemic. In the long-term program, the annual equity grant is predominately based on performance-conditioned equity. The CEO did not receive a performance award in FY20 as it was granted in FY19. Performance criteria in the LTI grant are based on a multi-year performance period, and a holding period prohibits executives from selling shares up to two years after vesting.</i>							
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							
5	Require Independent Board 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	05/02/2021	Auto-Approved	05/02/2021	2,446	2,446
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/02/2021	Auto-Approved	05/02/2021	101	101
Total Shares:							2,547	2,547

Ford Motor Company

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 345370860	Meeting ID: 1523850
Record Date: 03/17/2021	Meeting Type: Annual	Ticker: F	
Primary CUSIP: 345370860	Primary ISIN: US3453708600	Primary SEDOL: 2615468	Proxy Level: 3
Shares Voted: 12,079		Votable Shares: 12,079	*Shares on Loan: 0
Total Ballots: 2		Voting Policy: UUA	Shares Instructed: 12,079

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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1c	Elect Director Alexandra Ford English	Mgmt	Yes	For	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 D. Farley, 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 Henry Ford, 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 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>						
1g	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>						
1h	Elect Director Jon M. Huntsman, 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 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>						
1j	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>						
1k	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>						
1l	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>						
1m	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>						
1n	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 4.71 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. Short-term incentives are primarily based on preset performance criteria, and a majority of long-term incentives are performance conditioned. However, the company switched from multi-year performance periods to one-year performance periods for the principal metrics used in the performance unit program, and this issue warrants continued monitoring.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide shareholders of the company with equal voting rights on all voting items.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/21/2021	Auto-Approved	04/21/2021	11,679	11,679
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	04/21/2021	Auto-Approved	04/21/2021	400	400
Total Shares:								12,079	12,079

GrafTech International Ltd.

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 384313508	Meeting ID: 1528997
Record Date: 03/16/2021	Meeting Type: Annual	Ticker: EAF	
Primary CUSIP: 384313508	Primary ISIN: US3843135084	Primary SEDOL: BFZP4T1	Proxy Level: 3
	Shares Voted: 485	Votable Shares: 485	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 485	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Catherine L. Clegg	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 Jeffrey C. Dutton	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 Anthony R. Taccone	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: A vote FOR this item is warranted because only 10.17 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	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- The company provides for the automatic accelerated vesting of equity upon a change-in-control; and- The company has not adopted risk mitigating provision, such as a clawback policy, stock ownership guidelines, and stock holding period requirements.</i>							

Ballot Details

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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

GrafTech International Ltd.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/20/2021	Auto-Approved	04/20/2021	485	485
Total Shares:							485	485

Henry Schein, Inc.

Meeting Date: 05/13/2021 Country: USA Primary Security ID: 806407102 Meeting ID: 1524508
 Record Date: 03/15/2021 Meeting Type: Annual Ticker: HSIC

Primary CUSIP: 806407102 Primary ISIN: US8064071025 Primary SEDOL: 2416962 Proxy Level: 3

Shares Voted: 254 Votable Shares: 254 *Shares on Loan: 0 Shares Instructed: 254
 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 Mohamad Ali	Mgmt	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 Barry J. Alperin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Gerald A. Benjamin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Stanley M. Bergman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director James P. Breslawski	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Deborah Derby	Mgmt	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 Joseph L. Herring	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Kurt P. Kuehn	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Philip A. Laskawy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Anne H. Margulies	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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>							
1p	Elect Director Reed V. Tuckson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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: Cautionary support for this proposal is warranted, as there is concern with the special award's rationale and the fact that this is the second consecutive year CEO Bergman has been granted a special award. Although the committee adopted a new annual incentive plan mid-year, the payout remained under the original target opportunity and the long-term incentives are entirely performance based.</i>							
3	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 6.72 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	04/29/2021	Auto-Approved	04/29/2021	254	254
Total Shares:							254	254

Intel Corporation

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 458140100	Meeting ID: 1524366
Record Date: 03/19/2021	Meeting Type: Annual	Ticker: INTC	
Primary CUSIP: 458140100	Primary ISIN: US4581401001	Primary SEDOL: 2463247	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Intel Corporation

Shares Voted: 6,149 **Votable Shares:** 6,149 ***Shares on Loan:** 0 **Shares Instructed:** 6,149
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 Patrick P. Gelsinger	Mgmt	Yes	For	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 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>						
1c	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>						
1d	Elect Director Omar Ishrak	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For	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 Tsu-Jae King Liu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Gregory D. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director 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>						
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 12.60 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	Against	Against	Against
	<i>Voting Policy Rationale: Following low support for this proposal last year, the committee demonstrated adequate responsiveness by disclosing shareholder engagement and feedback as well as certain improvements to the pay program. These included improved disclosure around operational goals as well as a redesigned STI program for FY21. While in FY20 there continued to be goal rigor concerns surrounding STI goals, it appears that this will be addressed by the redesigned STI program for FY21. Nevertheless, there is ongoing concern around the CEO's relatively high target and maximum payout opportunities under the bonus program. In addition, half of the CEO's annual PSU awards continue to target merely median performance, with no disclosed vesting cap for negative TSR. There are additional concerns regarding the pay magnitude and structure of compensation arrangements approved for Patrick Gelsinger, who was appointed CEO in 2021. It is estimated that his equity awards will be valued at approximately \$110 million. While \$50 million of Gelsinger's equity awards are to cover forfeited pay from his previous employer, and a portion of the grants are performance-conditioned, there is no indication that these awards are intended to cover multiple years of future equity grants, despite a very large award value. Further, the design of certain awards may reward for temporary peaks in share price performance. In light of these concerns, a vote AGAINST this proposal is warranted.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 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>							
6	Report on Whether Written Policies or Unwritten Norms Reinforce Racism in Company Culture	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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/29/2021	Auto-Approved	04/29/2021	6,149	6,149
Total Shares:							6,149	6,149

JetBlue Airways Corporation

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 477143101	Meeting ID: 1523914
Record Date: 03/18/2021	Meeting Type: Annual	Ticker: JBLU	
Primary CUSIP: 477143101	Primary ISIN: US4771431016	Primary SEDOL: 2852760	Proxy Level: 3
Total Ballots: 1	Shares Voted: 636	Votable Shares: 636	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 636

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

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

JetBlue Airways Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director 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 some concerns were 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 none 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 it would enhance the existing shareholder right to call special meetings.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/26/2021	Auto-Approved	04/26/2021	636	636
Total Shares:							636	636

KeyCorp

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 493267108	Meeting ID: 1522586
Record Date: 03/19/2021	Meeting Type: Annual	Ticker: KEY	
Primary CUSIP: 493267108	Primary ISIN: US4932671088	Primary SEDOL: 2490911	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

KeyCorp

Shares Voted: 4,282

Votable Shares: 4,282

*Shares on Loan: 0

Shares Instructed: 4,282

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce D. Broussard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director 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>						
1.3	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>						
1.4	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>						
1.5	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>						
1.6	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>						
1.7	Elect Director Robin N. 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>						
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 Devina A. Rankin	Mgmt	Yes	For	For	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 Todd J. Vasos	Mgmt	Yes	For	For	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 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 only 3.53 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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 CEO pay and company performance are reasonably aligned at this time. The majority of the new CEO's pay remains conditioned on objective performance metrics, and the majority of equity grants utilize a multi-year performance period.								
4	Amend Nonqualified 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 share reserve are reasonable;- The plan is broad-based; and- There are limits on employee contributions								
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted as it would further empower investors by reducing the threshold needed for shareholders to call a special meeting.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/15/2021	Auto-Approved	04/15/2021	4,282	4,282
Total Shares:							4,282	4,282

Las Vegas Sands Corp.

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 517834107	Meeting ID: 1525784
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: LVS	
Primary CUSIP: 517834107	Primary ISIN: US5178341070	Primary SEDOL: B02T2J7	Proxy Level: 3
Total Ballots: 1	Shares Voted: 401	Votable Shares: 401	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 401

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Irwin Chafetz	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Micheline Chau	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for compensation committee members Micheline Chau, Charles Koppelman, and David Levi in light of insufficient responsiveness to a low say-on-pay result.</i>							
1.3	Elect Director Patrick Dumont	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director Charles D. Forman	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: 07/01/2020 to 06/30/2021
 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
1.5	Elect Director Robert G. Goldstein	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.6	Elect Director George Jamieson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.7	Elect Director Nora M. Jordan	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: 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: Less than 30% of the board is diverse. WITHHOLD votes are warranted for compensation committee members Micheline Chau, Charles Koppelman, and David Levi in light of insufficient responsiveness to a low say-on-pay result.</i>							
1.9	Elect Director Lewis Kramer	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: 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: Less than 30% of the board is diverse. WITHHOLD votes are warranted for compensation committee members Micheline Chau, Charles Koppelman, and David Levi in light of insufficient responsiveness to a low say-on-pay result.</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 8.12 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 committee demonstrated insufficient responsiveness to investors' concerns following a low say-on-pay vote result. Meanwhile, certain NEOs received outsized base salaries in FY20, and while Goldstein's salary recently decreased, all NEOs' FY21 salaries remain sizable. Although annual incentives were unearned in FY20, it is concerning that the committee did not lower payout opportunities when the target was again set below prior-year performance. The company continues to provide excessive perquisites, and recent employment agreements provide for tax gross-ups on certain NEOs' perquisites.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/28/2021	Auto-Approved	04/28/2021	401	401
Total Shares:							401	401

Martin Marietta Materials, Inc.

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 573284106	Meeting ID: 1531629
Record Date: 03/05/2021	Meeting Type: Annual	Ticker: MLM	
Primary CUSIP: 573284106	Primary ISIN: US5732841060	Primary SEDOL: 2572079	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Martin Marietta Materials, Inc.

Shares Voted: 133 **Votable Shares:** 133 ***Shares on Loan:** 0 **Shares Instructed:** 133
Total Ballots: 1 **Voting Policy:** UUA

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 Anthony R. Foxx	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director John 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>						
1.6	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>						
1.7	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>						
1.8	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>						
1.9	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>						
1.10	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>						
1.11	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	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- A majority of equity awards to the CEO are not tied to performance-contingent pay elements;- Excessive differentials between CEO pay and the pay of other named executive officers at the firm.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Martin Marietta Materials, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/26/2021	Auto-Approved	04/26/2021	133	133
Total Shares:							133	133

Norfolk Southern Corporation

Meeting Date: 05/13/2021 Country: USA Primary Security ID: 655844108 Meeting ID: 1523861
 Record Date: 03/05/2021 Meeting Type: Annual Ticker: NSC

Primary CUSIP: 655844108 Primary ISIN: US6558441084 Primary SEDOL: 2641894 Proxy Level: 3

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
1a	Elect Director Thomas D. Bell, 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 Mitchell E. Daniels, 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 Marcela E. Donadio	Mgmt	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 John C. Huffard, 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.							
1e	Elect Director Christopher T. 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 Thomas C. Kelleher	Mgmt	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 Steven F. Leer	Mgmt	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 Michael D. Lockhart	Mgmt	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 Amy E. Miles	Mgmt	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 Claude Mongeau	Mgmt	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: 07/01/2020 to 06/30/2021
 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
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>							
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 4.16 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 CEO pay and company performance are reasonably aligned at this time. While the compensation committee used its discretion to increase annual incentive payouts in response to the pandemic, the rationale for this discretionary adjustment is clearly disclosed and awards were still earned at below target levels. Additionally, the majority of the CEO's equity award is conditioned on objective long-term performance metrics.</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	Report on Corporate Climate Lobbying Aligned with Paris Agreement	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A recommendation 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 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	04/30/2021	Auto-Approved	04/30/2021	224	224
Total Shares:							224	224

Nucor Corporation

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 670346105	Meeting ID: 1522679
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: NUE	
Primary CUSIP: 670346105	Primary ISIN: US6703461052	Primary SEDOL: 2651086	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Nucor Corporation

Shares Voted: 1,618 **Votable Shares:** 1,618 ***Shares on Loan:** 0 **Shares Instructed:** 1,618
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Patrick J. Dempsey	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director Christopher J. Kearney	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director Laurette T. Koellner	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director Joseph D. Rupp	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Leon J. Topalian	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director John H. Walker	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Nadja Y. West	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: 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. Following last year's low say-on-pay vote, the compensation committee engaged with shareholders but did not provide their specific feedback nor make changes to the compensation program to address shareholder concerns following the vote. While the proxy pointed to program changes made prior to the 2020 annual meeting, no additional changes were disclosed following the most recent low vote result. Accordingly, the committee has not sufficiently disclosed nor addressed investor concerns that led a portion of shareholders to vote against the most recent proposal.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/28/2021	Auto-Approved	04/28/2021	1,618	1,618
Total Shares:							1,618	1,618

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Repligen Corporation

Meeting Date: 05/13/2021 **Country:** USA **Primary Security ID:** 759916109 **Meeting ID:** 1535417
Record Date: 04/01/2021 **Meeting Type:** Annual **Ticker:** RGEN

Primary CUSIP: 759916109 **Primary ISIN:** US7599161095 **Primary SEDOL:** 2731654 **Proxy Level:** 3
Shares Voted: 461 **Votable Shares:** 461 ***Shares on Loan:** 0 **Shares Instructed:** 461
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 Tony J. Hunt	Mgmt	Yes	For	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 A. Dawes	Mgmt	Yes	For	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 Nicolas M. Barthelemy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Carrie Eglinton Manner	Mgmt	Yes	For	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 Rohin Mhatre	Mgmt	Yes	For	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 Glenn P. Muir	Mgmt	Yes	For	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 F. Ryan, 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 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/23/2021	Auto-Approved	04/23/2021	461	461
Total Shares:							461	461

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

SBA Communications Corporation

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 78410G104	Meeting ID: 1526134
Record Date: 03/11/2021	Meeting Type: Annual	Ticker: SBAC	
Primary CUSIP: 78410G104	Primary ISIN: US78410G1040	Primary SEDOL: BZ6TS23	Proxy Level: 3
	Shares Voted: 126	Votable Shares: 126	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 126

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary S. Chan	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 George R. Krouse, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>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.</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. The committee made positive changes to the long-term incentive plan.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/28/2021	Auto-Approved	04/28/2021	126	126
Total Shares:							126	126

Teledyne Technologies Incorporated

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 879360105	Meeting ID: 1530943
Record Date: 04/09/2021	Meeting Type: Special	Ticker: TDY	
Primary CUSIP: 879360105	Primary ISIN: US8793601050	Primary SEDOL: 2503477	Proxy Level: 5
	Shares Voted: 402	Votable Shares: 402	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 402

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

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
	<i>Voting Policy Rationale: The strategic rationale appears sound, as the acquisition provides opportunities for growth in products and markets, and is expected to be immediately accretive to earnings. While investors initially reacted negatively to the announcement, TDY's share price has outperformed the S&P 500 Industrials index since the initial sell-off, matching the index's performance since the unaffected date. As such, support FOR the proposed transaction is warranted.</i>								
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For		
	<i>Voting Policy Rationale: Support FOR this proposal is warranted given 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
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/30/2021	Auto-Approved	04/30/2021	402	402
Total Shares:							402	402	

The Charles Schwab Corporation

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 808513105	Meeting ID: 1526665
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: SCHW	
Primary CUSIP: 808513105	Primary ISIN: US8085131055	Primary SEDOL: 2779397	Proxy Level: 3
	Shares Voted: 1,218	Votable Shares: 1,218	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,218

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Walter W. Bettinger, II	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Joan T. Dea	Mgmt	Yes	For	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 Christopher V. Dodds	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Mark A. Goldfarb	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Bharat B. Masrani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Charles A. Ruffel	Mgmt	Yes	For	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 Charles Schwab Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<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 were reasonably aligned for the year in review.</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, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities</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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/30/2021	Auto-Approved	04/30/2021	1,218	1,218
Total Shares:							1,218	1,218

Travel + Leisure Co.

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 894164102	Meeting ID: 1526562
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: TNL	
Primary CUSIP: 894164102	Primary ISIN: US8941641024	Primary SEDOL: BMXYT16	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
<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. Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director James E. Buckman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Travel + Leisure Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director George Herrera	Mgmt	Yes	For	For	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 P. Holmes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Denny Marie Post	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Ronald L. Rickles	Mgmt	Yes	For	For	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. Wargotz	Mgmt	Yes	For	For	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 11.25 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	04/23/2021	Auto-Approved	04/23/2021	100	100
Total Shares:							100	100

Union Pacific Corporation

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 907818108	Meeting ID: 1523840
Record Date: 03/16/2021	Meeting Type: Annual	Ticker: UNP	
Primary CUSIP: 907818108	Primary ISIN: US9078181081	Primary SEDOL: 2914734	Proxy Level: 3
	Shares Voted: 161	Votable Shares: 161	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 161	

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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 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>						
1j	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 5.41 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. Second quarter performance was excluded from the calculation of the annual incentive plan due to significant impact of the COVID-19 pandemic on the company. However, the program remained performance-driven based on pre-set objectives. Additionally, long-term incentives consisted of a majority of performance-based equity measured over a multi-year period.</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	Approve Nonqualified Employee Stock Purchase 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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
6	Report on EEO	SH	Yes	Against	For	For	For		
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.									
7	Publish Annually a Report Assessing Diversity and Inclusion Efforts	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Union Pacific's diversity and inclusion efforts and management of related risks.									
8	Annual Vote and Report on Climate Change	SH	Yes	Against	Against	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/30/2021	Auto-Approved	04/30/2021	136	136
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	04/30/2021	Auto-Approved	04/30/2021	25	25
Total Shares:								161	161

United Parcel Service, Inc.

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 911312106	Meeting ID: 1523917
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: UPS	
Primary CUSIP: 911312106	Primary ISIN: US9113121068	Primary SEDOL: 2517382	Proxy Level: 3
	Shares Voted: 177	Votable Shares: 177	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 177	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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>							
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 Eva C. Boratto	Mgmt	Yes	For	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. 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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Reporting Period: 07/01/2020 to 06/30/2021
 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 Wayne M. Hewett	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Angela Hwang	Mgmt	Yes	For	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 Kate E. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	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>						
1i	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>						
1j	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>						
1k	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>						
1l	Elect Director Russell Stokes	Mgmt	Yes	For	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 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: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While the compensation committee made COVID-related mid-year adjustments to the annual and long-term incentive programs, the proxy adequately discloses the rationale for these adjustments. However, given that these adjustments impacted the timing of equity grants, thus reducing FY20 aggregate pay, continued monitoring of pay outcomes is warranted.</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 Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.37 percent of the fees paid to the auditor are for non-audit purposes.</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 trade association memberships, payments, and oversight mechanisms would give shareholders a better understanding of the company's management of its lobbying activities and any related risks and benefits.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
6	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>							
7	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>							
8	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as would further strengthen the company's commitment to the environmental and social goals of the Business Roundtable statement on the purpose of a corporation, where corporations endeavor to benefit all stakeholders, including customers, employees, suppliers, communities and shareholders.</i>							
9	Publish Annually a Report Assessing Diversity and Inclusion Efforts	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/30/2021	Auto-Approved	04/30/2021	177	177
Total Shares:							177	177

Verizon Communications Inc.

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 92343V104	Meeting ID: 1523841
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: VZ	
Primary CUSIP: 92343V104	Primary ISIN: US92343V1044	Primary SEDOL: 2090571	Proxy Level: 3
Total Ballots: 1	Shares Voted: 6,654	Votable Shares: 6,654	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 6,654

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

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1c	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>						
1d	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>						
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 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>						
1g	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>						
1h	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>						
1i	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. While concerns persist regarding 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 10.26 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Lower Ownership Threshold for Action by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the threshold required to exercise written consent would enhance shareholder rights. Currently, shareholders may act by written consent only if such consent is unanimous.</i>						
5	Amend Senior Executive Compensation Clawback Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoupments. Such disclosure would benefit shareholders.</i>						
6	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
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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Verizon Communications 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	04/27/2021	Auto-Approved	04/27/2021	6,654	6,654
Total Shares:							6,654	6,654

Westlake Chemical Corporation

Meeting Date: 05/13/2021	Country: USA	Primary Security ID: 960413102	Meeting ID: 1526713
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: WLK	
Primary CUSIP: 960413102	Primary ISIN: US9604131022	Primary SEDOL: B01ZP20	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
1.1	Elect Director James Y. Chao	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is non-independent and sits on a key committee. In the absence of a say-on-pay proposal and in light of unmitigated pay-for-performance concerns, WITHHOLD votes are further warranted for James Chao and John Chao, as well as for Mark McCollum and Bruce Northcutt, in their capacity as compensation committee members. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director John T. Chao	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is non-independent and sits on a key committee. In the absence of a say-on-pay proposal and in light of unmitigated pay-for-performance concerns, WITHHOLD votes are further warranted for James Chao and John Chao, as well as for Mark McCollum and Bruce Northcutt, in their capacity as compensation committee members. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Mark A. McCollum	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: In the absence of a say-on-pay proposal and in light of unmitigated pay-for-performance concerns, WITHHOLD votes are further warranted for James Chao and John Chao, as well as for Mark McCollum and Bruce Northcutt, in their capacity as compensation committee members. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director R. Bruce Northcutt	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: In the absence of a say-on-pay proposal and in light of unmitigated pay-for-performance concerns, WITHHOLD votes are further warranted for James Chao and John Chao, as well as for Mark McCollum and Bruce Northcutt, in their capacity as compensation committee members. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.							
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 24.29 percent of the fees paid to the auditor are for non-audit purposes.							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Westlake Chemical 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	04/23/2021	Auto-Approved	04/23/2021	100	100
Total Shares:							100	100

Baker Hughes Company

Meeting Date: 05/14/2021 **Country:** USA **Primary Security ID:** 05722G100 **Meeting ID:** 1523848
Record Date: 03/18/2021 **Meeting Type:** Annual **Ticker:** BKR

Primary CUSIP: 05722G100 **Primary ISIN:** US05722G1004 **Primary SEDOL:** BDHLTQ5 **Proxy Level:** 3

Shares Voted: 959 **Votable Shares:** 959 ***Shares on Loan:** 0 **Shares Instructed:** 959

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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. Brennehan	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	For	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 Lorenzo Simonelli	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Baker Hughes 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 CEO pay and company performance are reasonably aligned at this time. The majority of pay remains conditioned on objective financial performance, and both annual incentive awards and recently vested performance equity awards were earned below target, indicating performance targets are sufficiently rigorous.</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	Amend Nonqualified 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 share reserve are reasonable;- the plan is broad-based; and- there are limits on employee contributions.</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>							

Ballot Details

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	04/13/2021	Auto-Approved	04/14/2021	959	959
Total Shares:							959	959

IAC/InterActiveCorp

Meeting Date: 05/14/2021	Country: USA	Primary Security ID: 44891N109	Meeting ID: 1529388
Record Date: 04/06/2021	Meeting Type: Annual	Ticker: IAC	
Primary CUSIP: 44891N109	Primary ISIN: US44891N1090	Primary SEDOL: BMGTSK0	Proxy Level: 5
	Shares Voted: 122	Votable Shares: 122	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 122	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Spin-Off Agreement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the generally positive market reaction to the announcement of the spin-off, the fact that shareholders will receive proportional ownership in the spun off company, as well as the company's reasonable rationale.</i>							
2	Approve the Corporate Opportunities Charter Amendment	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as it may harm unaffiliated shareholders by allowing insiders to choose the best interests of entities other than the company over the interests of the company itself.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
3	Adjourn Meeting	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as Item 2 does not merit support.</i>						
4a	Elect Director Chelsea Clinton	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>						
4b	Elect Director Barry Diller	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>						
4c	Elect Director Michael D. Eisner	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
4d	Elect Director Bonnie S. Hammer	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
4e	Elect Director Victor A. Kaufman	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
4f	Elect Director Joseph Levin	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>						
4g	Elect Director Bryan Lourd	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
4h	Elect Director Westley Moore	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>						
4i	Elect Director David Rosenblatt	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
4j	Elect Director Alan G. Spoon	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
4k	Elect Director Alexander von Furstenberg	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
4l	Elect Director Richard F. Zannino	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>						
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 3.28 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Significant concerns are raised regarding the CEO's mega stock award. While the award is entirely performance-based and a portion of the realized value will be shared with relatively lower-paid employees, there is no sustainment period for the stock price goals and the goals are not commensurately rigorous given the long performance measurement period and award size. Moreover, the award is subject to single-trigger vesting in the event of a change-in-control, and the CEO is eligible to receive cash dividends on the unvested portion of the award. Also, the award magnitude is excessive, even when annualized on a 10-year basis vesting period and using the company's valuation. In addition, although guided by performance assessments, the annual bonuses are ultimately discretionary, and FY20 payouts were relatively large. Further, other NEOs' FY20 long-term equity awards are entirely time-vested and large in magnitude. Lastly, the proxy does not clearly disclose whether NEOs, including the CEO, will receive additional equity awards during the vesting period of their FY20 equity awards.</i></p>							
7	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Three Years	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</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	05/02/2021	Auto-Approved	05/02/2021	122	122
Total Shares:							122	122

Integra LifeSciences Holdings Corporation

Meeting Date: 05/14/2021	Country: USA	Primary Security ID: 457985208	Meeting ID: 1529809
Record Date: 03/30/2021	Meeting Type: Annual	Ticker: IART	
Primary CUSIP: 457985208	Primary ISIN: US4579852082	Primary SEDOL: 2248693	Proxy Level: 3
	Shares Voted: 255	Votable Shares: 255	*Shares on Loan: 0
			Shares Instructed: 255
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Arduini	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 Rhonda Germany Ballintyn	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 Keith Bradley	Mgmt	Yes	For	For	Against	Against
<p><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></p>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1d	Elect Director Shaundra D. Clay	Mgmt	Yes	For	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 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>							
1f	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>							
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 30.65 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/20/2021	Auto-Approved	04/20/2021	255	255
Total Shares:							255	255

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Intercontinental Exchange, Inc.

Meeting Date: 05/14/2021	Country: USA	Primary Security ID: 45866F104	Meeting ID: 1522988
Record Date: 03/16/2021	Meeting Type: Annual	Ticker: ICE	
Primary CUSIP: 45866F104	Primary ISIN: US45866F1049	Primary SEDOL: BFSSDS9	Proxy Level: 3
	Shares Voted: 545	Votable Shares: 545	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 545

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	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 Shantella E. Cooper	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Charles R. Crisp	Mgmt	Yes	For	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 Duriya M. Farooqui	Mgmt	Yes	For	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 The Right Hon. the Lord Hague of Richmond	Mgmt	Yes	For	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 F. Mulhern	Mgmt	Yes	For	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 E. Noonan	Mgmt	Yes	For	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 Frederic V. Salerno	Mgmt	Yes	For	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 Caroline L. Silver	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 C. Sprecher	Mgmt	Yes	For	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 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>						
1l	Elect Director Vincent Tese	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
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.									
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 1.09 percent of the fees paid to the auditor are for non-audit purposes.									
4	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 requirements 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	04/26/2021	Auto-Approved	04/26/2021	545	545
Total Shares:							545	545	

John Bean Technologies Corporation

Meeting Date: 05/14/2021	Country: USA	Primary Security ID: 477839104	Meeting ID: 1526310
Record Date: 03/19/2021	Meeting Type: Annual	Ticker: JBT	
Primary CUSIP: 477839104	Primary ISIN: US4778391049	Primary SEDOL: B3BRJZ8	Proxy Level: 3
Shares Voted: 2,002		Votable Shares: 2,002	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,002

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director C. 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>							
1b	Elect Director Emmanuel Lagarrigue	Mgmt	Yes	For	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. Ringler	Mgmt	Yes	For	For	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
3	Ratify PricewaterhouseCoopers LLC 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	04/15/2021	Auto-Approved	04/15/2021	2,002	2,002
Total Shares:							2,002	2,002	

Marriott Vacations Worldwide Corporation

Meeting Date: 05/14/2021	Country: USA	Primary Security ID: 57164Y107	Meeting ID: 1523857
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: VAC	
Primary CUSIP: 57164Y107	Primary ISIN: US57164Y1073	Primary SEDOL: B45K9N8	Proxy Level: 3
Shares Voted: 1,520		Votable Shares: 1,520	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,520

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lizanne Galbreath	Mgmt	Yes	For	For	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 Melquiades R. Martinez	Mgmt	Yes	For	For	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 Stephen R. Quazzo	Mgmt	Yes	For	For	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 Stephen P. Weisz	Mgmt	Yes	For	For	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 14.38 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, and no significant concerns were identified at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Marriott Vacations Worldwide Corporation

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/14/2021	Auto-Approved	04/14/2021	1,520	1,520
Total Shares:							1,520	1,520

Vulcan Materials Company

Meeting Date: 05/14/2021	Country: USA	Primary Security ID: 929160109	Meeting ID: 1523844
Record Date: 03/17/2021	Meeting Type: Annual	Ticker: VMC	
Primary CUSIP: 929160109	Primary ISIN: US9291601097	Primary SEDOL: 2931205	Proxy Level: 3
	Shares Voted: 330	Votable Shares: 330	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 330	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Fanning	Mgmt	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 J. Thomas Hill	Mgmt	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 Cynthia L. Hostetler	Mgmt	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 Richard T. O'Brien	Mgmt	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. Annual incentives are based on pre-set goals, and the long-term incentive awards are majority performance based.							
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	04/22/2021	Auto-Approved	04/22/2021	330	330
Total Shares:							330	330

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Weyerhaeuser Company

Meeting Date: 05/14/2021	Country: USA	Primary Security ID: 962166104	Meeting ID: 1525747
Record Date: 03/18/2021	Meeting Type: Annual	Ticker: WY	
Primary CUSIP: 962166104	Primary ISIN: US9621661043	Primary SEDOL: 2958936	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 Mark A. Emmert	Mgmt	Yes	For	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 Rick R. 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>						
1c	Elect Director Sara Grootwassink 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>						
1d	Elect Director Deidra C. Merriwether	Mgmt	Yes	For	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 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>						
1f	Elect Director Nicole W. Piasecki	Mgmt	Yes	For	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 Lawrence A. Selzer	Mgmt	Yes	For	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 Devin W. Stockfish	Mgmt	Yes	For	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 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>						
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 were 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 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	04/30/2021	Auto-Approved	04/30/2021	470	470

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Weyerhaeuser Company

Total Shares: 470 470

Zimmer Biomet Holdings, Inc.

Meeting Date: 05/14/2021	Country: USA	Primary Security ID: 98956P102	Meeting ID: 1523846
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: ZBH	
Primary CUSIP: 98956P102	Primary ISIN: US98956P1021	Primary SEDOL: 2783815	Proxy Level: 3
Total Ballots: 1	Shares Voted: 582	Votable Shares: 582	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 582

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 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>						
1d	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>						
1e	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>						
1f	Elect Director Arthur J. 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>						
1g	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>						
1h	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>						
1i	Elect Director Sreelakshmi Kolli	Mgmt	Yes	For	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 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 17.93 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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. While the compensation committee made COVID related mid-year adjustments to the annual incentive, the proxy adequately discloses the rationale for this adjustment, and payout opportunities were capped at target. Additionally, the majority of equity awards are conditioned on multi-year stock price performance.</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 Deferred Compensation Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The shareholder value transfer appears to be within a reasonable range;- The plan does not allow for repricing of stock options without prior shareholder approval; and- The equity burn rate is reasonable.</i>							
7	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. A vote FOR this proposal is therefore warranted as it represents an enhancement to shareholder's 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	05/03/2021	Auto-Approved	05/04/2021	582	582
Total Shares:							582	582

Nutrien Ltd.

Meeting Date: 05/17/2021	Country: Canada	Primary Security ID: 67077M108	Meeting ID: 1504897
Record Date: 03/29/2021	Meeting Type: Annual	Ticker: NTR	
Primary CUSIP: 67077M108	Primary ISIN: CA67077M1086	Primary SEDOL: BDRJLN0	Proxy Level: 3
Shares Voted: 1,536		Votable Shares: 1,536	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 1,536	
Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christopher M. Burley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Nutrien Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.2	Elect Director Maura J. Clark	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.								
1.3	Elect Director Russell K. Girling	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.								
1.4	Elect Director Miranda C. Hubbs	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.								
1.5	Elect Director Raj S. Kushwaha	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.								
1.6	Elect Director Alice D. Laberge	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.								
1.7	Elect Director Consuelo E. Madere	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.								
1.8	Elect Director Charles V. Magro - Withdrawn Resolution	Mgmt	No						
1.9	Elect Director Keith G. Martell	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.								
1.10	Elect Director Aaron W. Regent	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.								
1.11	Elect Director Mayo M. Schmidt	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.								
1.12	Elect Director Nelson Luiz Costa Silva	Mgmt	Yes	For	For	For	For		
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.								
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For		
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/26/2021	Auto-Approved	04/26/2021	1,536	1,536
Total Shares:								1,536	1,536

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Hershey Company

Meeting Date: 05/17/2021	Country: USA	Primary Security ID: 427866108	Meeting ID: 1528510
Record Date: 03/18/2021	Meeting Type: Annual	Ticker: HSY	
Primary CUSIP: 427866108	Primary ISIN: US4278661081	Primary SEDOL: 2422806	Proxy Level: 3
	Shares Voted: 385	Votable Shares: 385	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 385

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>						
1.5	Elect Director Robert M. Dutkowsky	Mgmt	Yes	For	For	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 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>						
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 4.72 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
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. The CEO's annual incentives were based completely on pre-set, financial measures and long-term awards consist of a majority of performance-based equity. Further, performance equity is measured over a multi-year period.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	04/30/2021	Auto-Approved	04/30/2021	385	385
Total Shares:								385	385

Chipotle Mexican Grill, Inc.

Meeting Date: 05/18/2021	Country: USA	Primary Security ID: 169656105	Meeting ID: 1527268
Record Date: 03/23/2021	Meeting Type: Annual	Ticker: CMG	
Primary CUSIP: 169656105	Primary ISIN: US1696561059	Primary SEDOL: B0X7DZ3	Proxy Level: 3
Shares Voted: 11	Votable Shares: 11	*Shares on Loan: 0	Shares Instructed: 11
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Albert S. Baldocchi	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Matthew A. 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>							
1.3	Elect Director Gregg L. Engles	Mgmt	Yes	For	For	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 Patricia Fili-Krushel	Mgmt	Yes	For	For	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 Neil W. Flanzraich	Mgmt	Yes	For	For	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 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Chipotle Mexican Grill, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Robin Hickenlooper	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Scott Maw	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 Ali Namvar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Brian Niccol	Mgmt	Yes	For	For	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 Mary Winston	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Pandemic-related alterations to the annual incentive plan and particularly the FY18-20 long-term incentive awards raise significant concerns. Discretionary modifications to exclude results in certain months from performance calculations increased payouts for both incentive programs to above target; closing-cycle PSUs already would have vested above target without the modification. While the committee granted the incremental equity value in time-based RSUs and implemented a cap at 275 percent of target for the PSUs (which results in a marginally lower incremental value than the \$23 million reported for the CEO), no reduction was made to target STI or LTI payout opportunities in light of the exclusion of certain months from the performance periods. Social Advisory Services considers the modification of previously granted long-term incentives to be counter to a pay-for-performance philosophy.</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 29.75 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	05/05/2021	Auto-Approved	05/05/2021	11	11
Total Shares:							11	11

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CyrusOne Inc.

Meeting Date: 05/18/2021	Country: USA	Primary Security ID: 23283R100	Meeting ID: 1529304
Record Date: 03/18/2021	Meeting Type: Annual	Ticker: CONE	
Primary CUSIP: 23283R100	Primary ISIN: US23283R1005	Primary SEDOL: B7YRLH9	Proxy Level: 3
	Shares Voted: 162	Votable Shares: 162	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 162

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	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>						
1.2	Elect Director David H. Ferdman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director John W. Gamble, 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 T. Tod Nielsen	Mgmt	Yes	For	For	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 Denise Olsen	Mgmt	Yes	For	For	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 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>						
1.7	Elect Director William E. 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>						
1.8	Elect Director Lynn A. Wentworth	Mgmt	Yes	For	For	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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</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 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	04/21/2021	Auto-Approved	04/21/2021	162	162

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CyrusOne Inc.

Total Shares: 162 162

Euronet Worldwide, Inc.

Meeting Date: 05/18/2021 **Country:** USA **Primary Security ID:** 298736109 **Meeting ID:** 1527428
Record Date: 03/22/2021 **Meeting Type:** Annual **Ticker:** EEFT

Primary CUSIP: 298736109 **Primary ISIN:** US2987361092 **Primary SEDOL:** 2320148 **Proxy Level:** 3

Shares Voted: 1,693 **Votable Shares:** 1,693 ***Shares on Loan:** 0 **Shares Instructed:** 1,693

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 Paul S. Althasen	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 Thomas A. McDonnell	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 Michael N. Frumkin	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	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	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.68 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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/23/2021	Auto-Approved	04/23/2021	71	71
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	04/23/2021	Auto-Approved	04/23/2021	1,622	1,622
Total Shares:							1,693	1,693

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Invitation Homes, Inc.

Meeting Date: 05/18/2021	Country: USA	Primary Security ID: 46187W107	Meeting ID: 1527732
Record Date: 03/23/2021	Meeting Type: Annual	Ticker: INVH	
Primary CUSIP: 46187W107	Primary ISIN: US46187W1071	Primary SEDOL: BD81GW9	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
1.1	Elect Director Michael D. Fascitelli	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 Dallas B. 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>						
1.3	Elect Director Jana Cohen Barbe	Mgmt	Yes	For	For	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 D. Bronson	Mgmt	Yes	For	For	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 E. Kelter	Mgmt	Yes	For	For	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 Joseph D. Margolis	Mgmt	Yes	For	For	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 B. Rhea	Mgmt	Yes	For	For	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 J. Heidi Roizen	Mgmt	Yes	For	For	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 Janice L. 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>						
1.10	Elect Director William J. Stein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.21 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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Invitation Homes, 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	05/07/2021	Auto-Approved	05/07/2021	200	200
Total Shares:							200	200

JPMorgan Chase & Co.

Meeting Date: 05/18/2021	Country: USA	Primary Security ID: 46625H100	Meeting ID: 1528649
Record Date: 03/19/2021	Meeting Type: Annual	Ticker: JPM	
Primary CUSIP: 46625H100	Primary ISIN: US46625H1005	Primary SEDOL: 2190385	Proxy Level: 3
	Shares Voted: 5,542	Votable Shares: 5,542	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 5,542

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 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>						
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 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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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. Although guided by performance assessments, each NEO's incentive pay determination is ultimately discretionary, raising some concern. The financial metrics considered in performance assessments were consistent year-over-year, although the general year-over-year decline in such metrics were accompanied by performance year pay that was unchanged from the prior year for the CEO and certain other NEOs. While the discretionary nature of pay determinations remains as a concern, there are mitigating factors for the year in review. Notably, the use of discretion has not resulted in a quantitative pay-for-performance misalignment for the year in review. Additionally, the CEO's incentive pay was predominantly in the form of equity awards, which are entirely performance-based with clearly disclosed multi-year goals. Nevertheless, close shareholder monitoring of the pay determinations is warranted, particularly should CEO pay and company performance become misaligned going forward.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
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>							
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. A reduction in the ownership threshold required to request a record date to initiate written consent would provide for a more meaningful written consent right for shareholders.</i>							
6	Report on Racial Equity Audit	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	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 Congruency Political Analysis and Electioneering Expenditures	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as more comprehensive information regarding JP Morgan's PAC's political contribution spending and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2021	Auto-Approved	05/07/2021	5,542	5,542
Total Shares:							5,542	5,542

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Knight-Swift Transportation Holdings Inc.

Meeting Date: 05/18/2021	Country: USA	Primary Security ID: 499049104	Meeting ID: 1529269
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: KNX	
Primary CUSIP: 499049104	Primary ISIN: US4990491049	Primary SEDOL: BF0LKD0	Proxy Level: 3
	Shares Voted: 441	Votable Shares: 441	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 441

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary Knight	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 Kathryn Munro	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. Annual incentives are based on quantitative goals, and a majority of long-term incentives are performance-based, with a multi-year measurement period.</i>							
3	Ratify Grant Thornton 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	Reduce 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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/03/2021	Auto-Approved	05/04/2021	441	441
Total Shares:							441	441

NuVasive, Inc.

Meeting Date: 05/18/2021	Country: USA	Primary Security ID: 670704105	Meeting ID: 1527480
Record Date: 03/29/2021	Meeting Type: Annual	Ticker: NUVA	
Primary CUSIP: 670704105	Primary ISIN: US6707041058	Primary SEDOL: B00GJC2	Proxy Level: 3
	Shares Voted: 2,236	Votable Shares: 2,236	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,236

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

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

NuVasive, 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 John A. DeFord	Mgmt	Yes	For	For	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 R. Scott Huennekens	Mgmt	Yes	For	For	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 Siddhartha C. Kadia	Mgmt	Yes	For	For	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 9.35 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, 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	04/23/2021	Auto-Approved	04/23/2021	2,236	2,236
Total Shares:							2,236	2,236

PPL Corporation

Meeting Date: 05/18/2021	Country: USA	Primary Security ID: 69351T106	Meeting ID: 1528610
Record Date: 02/26/2021	Meeting Type: Annual	Ticker: PPL	
Primary CUSIP: 69351T106	Primary ISIN: US69351T1060	Primary SEDOL: 2680905	Proxy Level: 3
	Shares Voted: 2,789	Votable Shares: 2,789	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,789	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Arthur P. Beattie	Mgmt	Yes	For	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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	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 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>							
1f	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>							
1g	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>							
1h	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>							
1i	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 as CEO pay and company performance are reasonably aligned at this time. The majority of the new CEO's pay is conditioned on objective performance metrics, targets for the annual incentive award were set above those used in the previous year, and discretion was used to reduce payouts to target despite above target 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 only 23.99 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	04/21/2021	Auto-Approved	04/21/2021	2,789	2,789
Total Shares:							2,789	2,789

Principal Financial Group, Inc.

Meeting Date: 05/18/2021	Country: USA	Primary Security ID: 74251V102	Meeting ID: 1527278
Record Date: 03/24/2021	Meeting Type: Annual	Ticker: PFG	
Primary CUSIP: 74251V102	Primary ISIN: US74251V1026	Primary SEDOL: 2803014	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Principal Financial Group, Inc.

Shares Voted: 898 **Votable Shares:** 898 ***Shares on Loan:** 0 **Shares Instructed:** 898
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger C. Hochschild	Mgmt	Yes	For	For	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 J. 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>							
1.3	Elect Director Diane C. Nordin	Mgmt	Yes	For	For	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 Alfredo 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>							
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. Annual incentives and the recently vested performance-conditioned equity awards were both earned below target, and the majority of pay remains based on objective financial performance.</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 1.32 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	04/14/2021	Auto-Approved	04/18/2021	898	898
Total Shares:							898	898

Realty Income Corporation

Meeting Date: 05/18/2021 **Country:** USA **Primary Security ID:** 756109104 **Meeting ID:** 1523863
Record Date: 03/12/2021 **Meeting Type:** Annual **Ticker:** O
Primary CUSIP: 756109104 **Primary ISIN:** US7561091049 **Primary SEDOL:** 2724193 **Proxy Level:** 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Realty Income Corporation

Shares Voted: 792 **Votable Shares:** 792 ***Shares on Loan:** 0 **Shares Instructed:** 792
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 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>						
1f	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>						
1g	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>						
1h	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>						
1i	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. Short-term incentives are primarily based on pre-set operational goals and long-term incentives are predominantly performance-based.</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	04/26/2021	Auto-Approved	04/26/2021	792	792

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Realty Income Corporation

Total Shares: 792 792

Tandem Diabetes Care, Inc.

Meeting Date: 05/18/2021 **Country:** USA **Primary Security ID:** 875372203 **Meeting ID:** 1528659
Record Date: 03/23/2021 **Meeting Type:** Annual **Ticker:** TNDM

Primary CUSIP: 875372203 **Primary ISIN:** US8753722037 **Primary SEDOL:** BF3W461 **Proxy Level:** 3

Shares Voted: 1,456 **Votable Shares:** 1,456 ***Shares on Loan:** 0 **Shares Instructed:** 1,456

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 Dick P. 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 Rebecca B. Robertson	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 Rajwant "Raj" S. Sodhi	Mgmt	Yes	For	For	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 32.84 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 given that the compensation committee demonstrated sufficient responsiveness to last year's failed say-on-pay vote. In addition, although a concern is noted, 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	04/21/2021	Auto-Approved	04/21/2021	1,456	1,456
Total Shares:							1,456	1,456

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

United States Cellular Corporation

Meeting Date: 05/18/2021	Country: USA	Primary Security ID: 911684108	Meeting ID: 1527758
Record Date: 03/23/2021	Meeting Type: Annual	Ticker: USM	
Primary CUSIP: 911684108	Primary ISIN: US9116841084	Primary SEDOL: 2918996	Proxy Level: 3
	Shares Voted: 308	Votable Shares: 308	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 308

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.</i>						
1.2	Elect Director Gregory P. Josefowicz	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.3	Elect Director Cecelia D. Stewart	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent.</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	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following reasons:- auto accelerated vesting of equity in change-in-control agreements; and- A lack of all of the following risk-mitigating features: a clawback policy, stock ownership guidelines, and stock holding requirements.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2021	Auto-Approved	04/22/2021	308	308
Total Shares:							308	308

Align Technology, Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 016255101	Meeting ID: 1528634
Record Date: 03/24/2021	Meeting Type: Annual	Ticker: ALGN	
Primary CUSIP: 016255101	Primary ISIN: US0162551016	Primary SEDOL: 2679204	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Align Technology, Inc.

Shares Voted: 1,165 **Votable Shares:** 1,165 ***Shares on Loan:** 0 **Shares Instructed:** 1,165
Total Ballots: 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>						
1.3	Elect Director Joseph Lacob	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director C. Raymond Larkin, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director George J. Morrow	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director 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 Andrea L. Saia	Mgmt	Yes	For	For	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 Greg J. Santora	Mgmt	Yes	For	For	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 E. Siegel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Warren S. Thaler	Mgmt	Yes	For	For	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 15.53 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs. Additionally, the company has disclosed that recent stockholder derivative actions in several states have caused substantial costs and distractions, which gives merit to the idea that the company and its shareholders could benefit from the Delaware Court of Chancery being designated as the exclusive forum for state corporate law matters.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 shares reserved is relatively conservative; and- The offering 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: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While the compensation committee made COVID related mid-year adjustments to the annual incentive, resulting in above target payouts when no payouts would have otherwise been earned, the proxy adequately discloses the rationale for this adjustment, and payout opportunities were reduced by 50 percent. Additionally, the majority of equity awards are conditioned on multi-year stock price 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
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	04/22/2021	Auto-Approved	04/22/2021	1,165	1,165
Total Shares:							1,165	1,165

American Financial Group, Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 025932104	Meeting ID: 1526844
Record Date: 03/26/2021	Meeting Type: Annual	Ticker: AFG	
Primary CUSIP: 025932104	Primary ISIN: US0259321042	Primary SEDOL: 2134532	Proxy Level: 3
	Shares Voted: 1,213	Votable Shares: 1,213	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,213

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: 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: Less than 30% of the board is diverse.</i>							
1.3	Elect Director John B. Berding	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director Virginia "Gina" C. Drosos	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.5	Elect Director James E. Evans	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: 07/01/2020 to 06/30/2021
 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
1.6	Elect Director Terry S. Jacobs	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.7	Elect Director Gregory G. Joseph	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.8	Elect Director Mary Beth Martin	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.9	Elect Director Evans N. Nwankwo	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.10	Elect Director William W. Verity	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.11	Elect Director John I. Von Lehman	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 Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.63 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	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- A majority of equity awards to the CEO are not tied to performance-contingent pay elements- High CEO pay relative to company performance compared to the company's peers</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/26/2021	Auto-Approved	04/26/2021	1,213	1,213
Total Shares:							1,213	1,213

CBRE Group, Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 12504L109	Meeting ID: 1527153
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: CBRE	
Primary CUSIP: 12504L109	Primary ISIN: US12504L1098	Primary SEDOL: B6WVMH3	Proxy Level: 3

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

Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CBRE Group, Inc.

Shares Voted: 127 **Votable Shares:** 127 ***Shares on Loan:** 0 **Shares Instructed:** 127
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote 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 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 Shira D. 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>						
1e	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>						
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 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 Robert E. Sulentic	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Laura D. Tyson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director 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 9.95 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: A vote FOR this proposal is warranted as pay and performance were 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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CBRE Group, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/05/2021	Auto-Approved	05/05/2021	127	127
Total Shares:							127	127

CoreSite Realty Corporation

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 21870Q105	Meeting ID: 1522935
Record Date: 03/19/2021	Meeting Type: Annual	Ticker: COR	
Primary CUSIP: 21870Q105	Primary ISIN: US21870Q1058	Primary SEDOL: B3T3VW8	Proxy Level: 3
	Shares Voted: 60	Votable Shares: 60	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 60

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert G. Stuckey	Mgmt	Yes	For	For	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 E. Szurek	Mgmt	Yes	For	For	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 A. Bua	Mgmt	Yes	For	For	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 Kelly C. Chambliss	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	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>						
1.6	Elect Director Michael R. Koehler	Mgmt	Yes	For	For	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 H. Millegan	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 A. 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 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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CoreSite Realty 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 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	04/27/2021	Auto-Approved	04/27/2021	60	60
Total Shares:								60	60

Fidelity National Information Services, Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 31620M106	Meeting ID: 1530028
Record Date: 03/25/2021	Meeting Type: Annual	Ticker: FIS	
Primary CUSIP: 31620M106	Primary ISIN: US31620M1062	Primary SEDOL: 2769796	Proxy Level: 3
Shares Voted: 218	Votable Shares: 218	*Shares on Loan: 0	Shares Instructed: 218
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 Ellen R. Alemany	Mgmt	Yes	For	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 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>							
1c	Elect Director Lisa A. Hook	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Keith W. Hughes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Gary L. Lauer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Gary A. Norcross	Mgmt	Yes	For	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 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Fidelity National Information Services, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Brian T. Shea	Mgmt	Yes	For	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 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>							
1j	Elect Director Jeffrey E. Stiefler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted, as pay and performance appear to be reasonably aligned at this time. The company was adequately responsive to shareholders after a failed say-on-pay vote result in 2020. The annual bonus was based entirely on pre-set financial metrics, and no bonus paid out when goals were unmet. A majority of the LTI grant was made in performance-conditioned equity, and the company will implement a multi-year performance period beginning in 2021, in response to shareholder feedback.</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 8.00 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	05/04/2021	Auto-Approved	05/04/2021	218	218
Total Shares:							218	218

Fiserv, Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 337738108	Meeting ID: 1527970
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: FISV	
Primary CUSIP: 337738108	Primary ISIN: US3377381088	Primary SEDOL: 2342034	Proxy Level: 3
Total Ballots: 1	Shares Voted: 463	Votable Shares: 463	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 463

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	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>							
1.2	Elect Director Alison 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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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Fiserv, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Henrique de 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>						
1.4	Elect Director Harry F. DiSimone	Mgmt	Yes	For	For	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 Dennis F. Lynch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Heidi G. 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 Scott C. Nuttall	Mgmt	Yes	For	For	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 Denis J. 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>						
1.9	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>						
1.10	Elect Director Kevin M. Warren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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 in light of the problematic features included in former CEO and executive chairman Yabuki's transition agreement. In particular, he received a grant of \$11.2 million of RSUs on his last day of employment and his unvested performance shares were modified to remove pro-rata vesting.</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 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	05/07/2021	Auto-Approved	05/07/2021	463	463
Total Shares:							463	463

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Halliburton Company

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 406216101	Meeting ID: 1527761
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: HAL	
Primary CUSIP: 406216101	Primary ISIN: US4062161017	Primary SEDOL: 2405302	Proxy Level: 3
	Shares Voted: 1,663	Votable Shares: 1,663	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 1,663

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>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	Elect Director Bhavesh V. (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	Ratify KPMG LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.48 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the sizable year-over-year increase in CEO pay can be partially explained by a maximum-level long-term cash payout from 2018, the company also increased the target opportunity of the CEO's long-term incentives when introducing performance equity. When increasing the proportion of performance-based pay, investors generally prefer for additional performance-based components to be incorporated into the existing program, not to be additive in value. Further, performance-based long-term incentives have been earned at maximum in each of the last four cycles and above target in nine out of the last ten cycles. The most recent award for FY18-20 was earned at maximum despite negative performance over the period. Notwithstanding this regular outperformance, the company has not adjusted targets and the FY20 award continues to target merely median-level performance.</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 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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/05/2021	Auto-Approved	05/05/2021	1,543	1,543
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/05/2021	Auto-Approved	05/05/2021	120	120
Total Shares:							1,663	1,663

Hilton Worldwide Holdings Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 43300A203	Meeting ID: 1529850
Record Date: 03/24/2021	Meeting Type: Annual	Ticker: HLT	
Primary CUSIP: 43300A203	Primary ISIN: US43300A2033	Primary SEDOL: BYVMW06	Proxy Level: 3
Shares Voted: 318		Votable Shares: 318	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 318

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	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 Jonathan D. Gray	Mgmt	Yes	For	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 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1d	Elect Director Chris Carr	Mgmt	Yes	For	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 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>							
1f	Elect Director Raymond E. Mabus, 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>							
1g	Elect Director Judith A. McHale	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 G. Schreiber	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>							
1j	Elect Director Douglas M. Steenland	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 12.47 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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. COVID-related modifications of previously granted long-term performance equity raise significant concerns. The majority of the 2019 and 2020 PSU metrics are now based on a single year's performance, and one-third of the 2019 award was already deemed earned based on 2019 results. Further, PSUs granted in 2018 were unearned based on actual performance; however, the committee modified these grants to be earned above target. The modification of previously granted long-term incentive awards (particularly those granted before 2020) is not considered to be an appropriate reaction to challenges posed by the pandemic. In addition, the company provided separation benefits to an executive whose departure is not clearly disclosed as an involuntary termination without cause or voluntary resignation for good reason that would entitle the executive to severance payments under an existing agreement. The payment of severance to an executive who did not undergo a qualifying termination is a problematic pay practice.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/06/2021	Auto-Approved	05/06/2021	318	318
Total Shares:							318	318

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

Hyatt Hotels Corporation

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 448579102	Meeting ID: 1528860
Record Date: 03/19/2021	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 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>							
1.2	Elect Director Mackey 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>							
1.3	Elect Director Jason 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>							
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 19.03 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	04/26/2021	Auto-Approved	04/26/2021	100	100
Total Shares:							100	100

Ingredion Incorporated

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 457187102	Meeting ID: 1528686
Record Date: 03/25/2021	Meeting Type: Annual	Ticker: INGR	
Primary CUSIP: 457187102	Primary ISIN: US4571871023	Primary SEDOL: B7K24P7	Proxy Level: 3
	Shares Voted: 823	Votable Shares: 823	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 823

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

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Reporting Period: 07/01/2020 to 06/30/2021
 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
<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 B. 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>							
1c	Elect Director Paul Hanrahan	Mgmt	Yes	For	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 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>							
1e	Elect Director Gregory B. 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 Barbara A. 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>							
1g	Elect Director Victoria J. Reich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Stephan B. Tanda	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	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>							
1j	Elect Director Dwayne A. 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>							
1k	Elect Director James P. Zallie	Mgmt	Yes	For	For	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	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- A majority of equity awards to the CEO are not tied to performance-contingent pay elements;- Excessive differentials between CEO pay and the pay of other named executive officers at the firm;- High CEO pay relative to company performance compared to the company's peers.</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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/26/2021	Auto-Approved	04/26/2021	823	823

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ingredion Incorporated

Total Shares: **823** **823**

ITT Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 45073V108	Meeting ID: 1527162
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: ITT	
Primary CUSIP: 45073V108	Primary ISIN: US45073V1089	Primary SEDOL: BZBY209	Proxy Level: 3
Total Ballots: 1	Shares Voted: 143	Votable Shares: 143	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 143

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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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 *Withdrawn Resolution*	Mgmt	No				
	<i>Voting Policy Rationale: Resolution withdrawn.</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>						
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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 6.07 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	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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/04/2021	Auto-Approved	05/04/2021	143	143
Total Shares:							143	143

Lumen Technologies, Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 550241103	Meeting ID: 1528651
Record Date: 03/25/2021	Meeting Type: Annual	Ticker: LUMN	
Primary CUSIP: 550241103	Primary ISIN: US5502411037	Primary SEDOL: BMDH249	Proxy Level: 4
	Shares Voted: 2,012	Votable Shares: 2,012	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,012	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Quincy L. Allen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Martha Helena Bejar	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: 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: 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: Less than 30% of the board is diverse.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Lumen Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Steven T. "Terry" Clontz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: 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: 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: Less than 30% of the board is diverse.</i>						
1h	Elect Director Hal Stanley Jones	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Michael Roberts	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director Laurie Siegel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director Jeffrey K. Storey	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	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 NOL related deferred tax assets to be protected is material, and there is some evidence that those assets may provide future economic benefit.</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. Annual incentives are predominately based upon objective financial measures and a majority of granted equity is performance conditioned, although there is some concern that performance goals in the LTI program are not forwardly disclosed.</i>						

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2021	Auto-Approved	05/07/2021	2,012	2,012
Total Shares:							2,012	2,012

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Mondelez International, Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 609207105	Meeting ID: 1523860
Record Date: 03/12/2021	Meeting Type: Annual	Ticker: MDLZ	
Primary CUSIP: 609207105	Primary ISIN: US6092071058	Primary SEDOL: B8CKK03	Proxy Level: 3
	Shares Voted: 3,053	Votable Shares: 3,053	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 3,053

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lewis W.K. Booth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Charles E. Bunch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director 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>						
1d	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>						
1e	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>						
1f	Elect Director Jane Hamilton Nielsen	Mgmt	Yes	For	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 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>						
1i	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director 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>						
1k	Elect Director Jean-Francois M. L. van Boxmeer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	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, as pay and performance are reasonably aligned for the year in review and incentive programs are sufficiently performance-based.</i>						

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 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/06/2021	Auto-Approved	05/06/2021	3,053	3,053
Total Shares:							3,053	3,053

NOV Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 62955J103	Meeting ID: 1530102
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: NOV	
Primary CUSIP: 62955J103	Primary ISIN: US62955J1034	Primary SEDOL: BN2RYW9	Proxy Level: 3
	Shares Voted: 1,082	Votable Shares: 1,082	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,082

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Clay C. Williams	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Greg L. Armstrong	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Marcela E. Donadio	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. 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 Ben A. Guill	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1e	Elect Director James T. Hackett	Mgmt	Yes	For	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

NOV Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director David D. Harrison	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>							
1g	Elect Director Eric L. Mattson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1h	Elect Director Melody B. Meyer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. 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 William R. Thomas	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 38.32 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 CEO pay and company performance are reasonably aligned at this time. No annual incentive awards were earned as threshold performance levels were not achieved and the company increased the percentage of equity awards that are performance conditioned from the prior 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/22/2021	Auto-Approved	04/22/2021	1,082	1,082
Total Shares:							1,082	1,082

Pinnacle West Capital Corporation

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 723484101	Meeting ID: 1526492
Record Date: 03/11/2021	Meeting Type: Annual	Ticker: PNW	
Primary CUSIP: 723484101	Primary ISIN: US7234841010	Primary SEDOL: 2048804	Proxy Level: 3
	Shares Voted: 70	Votable Shares: 70	*Shares on Loan: 0
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
1.1	Elect Director Glynis A. Bryan	Mgmt	Yes	For	For	Withhold	Withhold
<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

Pinnacle West Capital Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Denis A. Cortese	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director Richard P. Fox	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director Jeffrey B. Guldner	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Dale E. Klein	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Kathryn L. Munro	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Bruce J. Nordstrom	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Paula J. Sims	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director William H. Spence	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director James E. Trevathan, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director David P. Wagener	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives were entirely based on objective pre-set measures and granted equity was predominately performance-based, with a TSR goal set with greater rigor than prior cycles.</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 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
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/06/2021	Auto-Approved	05/06/2021	70	70

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

Pinnacle West Capital Corporation

Total Shares: 70 70

Reinsurance Group of America, Incorporated

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 759351604	Meeting ID: 1529355
Record Date: 03/29/2021	Meeting Type: Annual	Ticker: RGA	
Primary CUSIP: 759351604	Primary ISIN: US7593516047	Primary SEDOL: 2731193	Proxy Level: 3
Total Ballots: 1	Shares Voted: 125	Votable Shares: 125	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 125

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	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 R. Detrick	Mgmt	Yes	For	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. Cliff Eason	Mgmt	Yes	For	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 J. Gauthier	Mgmt	Yes	For	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 Patricia L. Guinn	Mgmt	Yes	For	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 Anna Manning	Mgmt	Yes	For	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 Hazel M. McNeillage	Mgmt	Yes	For	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 O'Hearn	Mgmt	Yes	For	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 J. Sievert	Mgmt	Yes	For	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 Shundrawn 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>						
1k	Elect Director Stanley B. Tulin	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1	Elect Director Steven C. Van Wyk	Mgmt	Yes	For	For	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 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 Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the aggregate shareholder value transfer of the company's equity compensation plans exceeds the benchmark, the qualitative review of director compensation indicates that with the exception of director equity vesting restrictions, the company met all qualitative factors.</i>							
5	Amend Non-Employee Director Stock Awards in Lieu of Cash	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The voting power dilution from this plan is reasonable. By paying directors a greater portion of their compensation in stock rather than cash, their interests may be more closely aligned with those of shareholders.</i>							
6	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 3.12 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2021	Auto-Approved	05/07/2021	125	125
Total Shares:							125	125

Reliance Steel & Aluminum Co.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 759509102	Meeting ID: 1529314
Record Date: 03/26/2021	Meeting Type: Annual	Ticker: RS	
Primary CUSIP: 759509102	Primary ISIN: US7595091023	Primary SEDOL: 2729068	Proxy Level: 3
Shares Voted: 1,704	Votable Shares: 1,704	*Shares on Loan: 0	Shares Instructed: 1,704
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 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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>							
1e	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>							
1f	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>							
1g	Elect Director Karla R. 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 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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/26/2021	Auto-Approved	04/26/2021	1,704	1,704
Total Shares:							1,704	1,704

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Southwest Airlines Co.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 844741108	Meeting ID: 1529678
Record Date: 03/23/2021	Meeting Type: Annual	Ticker: LUV	
Primary CUSIP: 844741108	Primary ISIN: US8447411088	Primary SEDOL: 2831543	Proxy Level: 3
	Shares Voted: 1,109	Votable Shares: 1,109	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,109

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 were reasonably aligned for the year in review.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
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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 8.66 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	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>							
5	Adopt Majority Vote Cast to Remove Directors With or Without Cause	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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/06/2021	Auto-Approved	05/06/2021	1,109	1,109
Total Shares:							1,109	1,109

Spirit Realty Capital, Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 84860W300	Meeting ID: 1529731
Record Date: 03/15/2021	Meeting Type: Annual	Ticker: SRC	
Primary CUSIP: 84860W300	Primary ISIN: US84860W3007	Primary SEDOL: BHHZBZ8	Proxy Level: 3
Shares Voted: 100		Votable Shares: 100	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 100	
Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jackson 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>							
1.2	Elect Director Kevin M. Charlton	Mgmt	Yes	For	For	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 A. 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>							
1.4	Elect Director Elizabeth F. 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Spirit Realty Capital, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Michelle M. Frymire	Mgmt	Yes	For	For	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 Kristian M. Gathright	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Richard 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>							
1.8	Elect Director Diana M. Laing	Mgmt	Yes	For	For	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 Nicholas P. Shepherd	Mgmt	Yes	For	For	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 J. Sullivan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 8.61 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	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	04/27/2021	Auto-Approved	04/27/2021	100	100
Total Shares:							100	100

SS&C Technologies Holdings, Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 78467J100	Meeting ID: 1527892
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: SSNC	
Primary CUSIP: 78467J100	Primary ISIN: US78467J1007	Primary SEDOL: B58YSC6	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

SS&C Technologies Holdings, Inc.

Total Ballots: 1		Shares Voted: 236		Votable Shares: 236		*Shares on Loan: 0		Shares Instructed: 236	
Voting Policy: UUA									
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1	Elect Director Jonathan E. Michael	Mgmt	Yes	For	For	Withhold	Withhold		
Voting Policy Rationale: Less than 30% of the board is diverse.									
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted. In response to the prior year's failed say-on-pay vote, the compensation committee engaged with shareholders and made significant improvements to the company's compensation practices in response to the feedback received. The annual incentive program will include an increased weighting on financial performance and the company introduced performance-based stock option awards to its long-term incentive plan. Additionally, CEO pay and company performance were 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 5.20 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	04/23/2021	Auto-Approved	04/23/2021	236	236
Total Shares:								236	236

State Street Corporation

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 857477103	Meeting ID: 1527933
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: STT	
Primary CUSIP: 857477103	Primary ISIN: US8574771031	Primary SEDOL: 2842040	Proxy Level: 3
Total Ballots: 1		Shares Voted: 406	Votable Shares: 406
		*Shares on Loan: 0	Shares Instructed: 406
Voting Policy: UUA			

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Marie A. Chandoha	Mgmt	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 Amelia C. Fawcett	Mgmt	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: 07/01/2020 to 06/30/2021
 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
1d	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>						
1e	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>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	Elect Director John B. Rhea	Mgmt	Yes	For	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 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>						
1l	Elect Director Gregory L. Summe	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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. Although guided by corporate and individual performance assessments, the NEO incentive pay determinations remain ultimately discretionary, raising some concern. However, there are mitigating factors for the year in review. First, the use of discretion has not resulted in a quantitative pay-for-performance misalignment for the year in review. Additionally, in response to shareholder feedback, the proxy disclosure expanded with a directional comparison of financial metric results to prior year's results, budgeted amounts, and peer group results. Moreover, the FY20 performance assessments emphasize corporate performance rather than individual performance, and the committee introduced a relative TSR modifier for performance shares. Also, the majority of the NEOs' equity incentives are performance-based with clearly disclosed multi-year goals, and closing-cycle performance shares vested below target, aligned with company performance. Nevertheless, close shareholder monitoring of the pay determinations is warranted, particularly should CEO pay and company performance become misaligned going forward.</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 11.80 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Report on Racial Equity Audit	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

State Street Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2021	Auto-Approved	05/07/2021	406	406
Total Shares:							406	406

Steel Dynamics, Inc.

Meeting Date: 05/19/2021 Country: USA Primary Security ID: 858119100 Meeting ID: 1523821
 Record Date: 03/22/2021 Meeting Type: Annual Ticker: STLD

Primary CUSIP: 858119100 Primary ISIN: US8581191009 Primary SEDOL: 2849472 Proxy Level: 3

Shares Voted: 606 Votable Shares: 606 *Shares on Loan: 0 Shares Instructed: 606

Total Ballots: 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
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.2	Elect Director Sheree L. Bargabos	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.3	Elect Director Keith E. Busse	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.4	Elect Director Frank D. Byrne	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.5	Elect Director Kenneth W. Cornew	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.6	Elect Director Traci M. Dolan	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.7	Elect Director James C. Marcuccilli	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.8	Elect Director Bradley S. Seaman	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.9	Elect Director Gabriel L. Shaheen	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1.10	Elect Director Steven A. Sonnenberg	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: Less than 30% of the board is diverse.						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Steel Dynamics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.11	Elect Director Richard P. Teets, Jr.	Mgmt	Yes	For	For	Withhold	Withhold		
Voting Policy Rationale: Less than 30% of the board is diverse.									
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 2.54 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.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/06/2021	Auto-Approved	05/06/2021	606	606
Total Shares:								606	606

Sun Communities, Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 866674104	Meeting ID: 1527760
Record Date: 03/12/2021	Meeting Type: Annual	Ticker: SUI	
Primary CUSIP: 866674104	Primary ISIN: US8666741041	Primary SEDOL: 2860257	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 Gary A. Shiffman	Mgmt	Yes	For	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 Tonya 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>							
1c	Elect Director Meghan G. Baivier	Mgmt	Yes	For	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 Stephanie W. Bergeron	Mgmt	Yes	For	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 M. Hermelin	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Sun Communities, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Ronald A. 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>							
1g	Elect Director Clunet R. 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 Arthur A. Weiss	Mgmt	Yes	For	For	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. Mid-year adjustments to the annual incentive program are considered to be sufficiently justified, and a majority of long-term incentives are performance-based, targeting above-median TSR over a multi-year period.</i>							
3	Ratify Grant Thornton 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	05/07/2021	Auto-Approved	05/08/2021	448	448
Total Shares:							448	448

Thermo Fisher Scientific Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 883556102	Meeting ID: 1529047
Record Date: 03/26/2021	Meeting Type: Annual	Ticker: TMO	
Primary CUSIP: 883556102	Primary ISIN: US8835561023	Primary SEDOL: 2886907	Proxy Level: 3
	Shares Voted: 322	Votable Shares: 322	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 322	

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

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1c	Elect Director C. Martin Harris	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Tyler Jacks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director R. Alexandra Keith	Mgmt	Yes	For	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: A cautionary vote FOR this proposal is warranted, as pay is reasonably aligned with performance for the year under review, though some concerns are noted. In particular, the compensation committee modified the annual incentive to award above-maximum payouts and granted a supplemental performance-based equity award in 2020. Nevertheless, company performance and shareholder outcomes have been robust, and incentive programs are sufficiently 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 23.51 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Provide Right to Call A Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the newly adopted 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
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 Location(s): Unitarian Universalist Association
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Thermo Fisher Scientific 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	05/06/2021	Auto-Approved	05/06/2021	311	311
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/06/2021	Auto-Approved	05/06/2021	11	11
Total Shares:							322	322

Universal Health Services, Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 913903100	Meeting ID: 1528474
Record Date: 03/25/2021	Meeting Type: Annual	Ticker: UHS	
Primary CUSIP: 913903100	Primary ISIN: US9139031002	Primary SEDOL: 2923785	Proxy Level: 1
	Shares Voted: 417	Votable Shares: 417	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 417	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class B and D Common Stock Holders	Mgmt	No				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 8.31 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	05/07/2021	Auto-Approved	05/07/2021	417	417
Total Shares:							417	417

Vontier Corporation

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 928881101	Meeting ID: 1529000
Record Date: 03/24/2021	Meeting Type: Annual	Ticker: VNT	
Primary CUSIP: 928881101	Primary ISIN: US9288811014	Primary SEDOL: BH4GV32	Proxy Level: 3

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

Vontier Corporation

	Shares Voted: 274	Votable Shares: 274	*Shares on Loan: 0	Shares Instructed: 274
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 Karen C. Francis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mark D. Morelli	Mgmt	Yes	For	For	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 2.39 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/04/2021	Auto-Approved	05/04/2021	274	274
Total Shares:							274	274

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 929740108	Meeting ID: 1528613
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: WAB	
Primary CUSIP: 929740108	Primary ISIN: US9297401088	Primary SEDOL: 2955733	Proxy Level: 3
	Shares Voted: 65	Votable Shares: 65	*Shares on Loan: 0
			Shares Instructed: 65
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda Harty	Mgmt	Yes	For	For	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 Hehir	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Westinghouse Air Brake Technologies Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.3	Elect Director Michael Howell	Mgmt	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 appear reasonably aligned. Annual incentives are based on objective measures, with below target awards aligned with recent performance, and granted equity is half performance conditioned.									
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 11.80 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	05/12/2021	Auto-Approved	05/12/2021	65	65
Total Shares:								65	65

Xcel Energy Inc.

Meeting Date: 05/19/2021	Country: USA	Primary Security ID: 98389B100	Meeting ID: 1527929
Record Date: 03/22/2021	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
Total Ballots: 1		Shares Instructed: 130	
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 Robert Frenzel	Mgmt	Yes	For	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 Netha Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Patricia 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>							

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 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
1f	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>							
1g	Elect Director Richard 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>							
1h	Elect Director Charles Pardee	Mgmt	Yes	For	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 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 James 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>							
1k	Elect Director David 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 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 2.02 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 climate risk and sustainability.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/06/2021	Auto-Approved	05/06/2021	130	130
Total Shares:							130	130

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Xcel Energy Inc.

Agios Pharmaceuticals, Inc.

Meeting Date: 05/20/2021 **Country:** USA **Primary Security ID:** 00847X104 **Meeting ID:** 1529297
Record Date: 03/31/2021 **Meeting Type:** Annual **Ticker:** AGIO

Primary CUSIP: 00847X104 **Primary ISIN:** US00847X1046 **Primary SEDOL:** BCBVTX1 **Proxy Level:** 3
Shares Voted: 78 **Votable Shares:** 78 ***Shares on Loan:** 0 **Shares Instructed:** 78
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kaye 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>							
1.2	Elect Director Maykin Ho	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 John M. Maraganore	Mgmt	Yes	For	For	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: Following relatively low say-on-pay support last year, the company disclosed shareholder engagement details and feedback, enhanced disclosure of incentive metrics, and noted that the CEO's 2021 equity award magnitude is significantly lower than in 2019. It also applied performance conditions on a portion of NEOs' 2021 LTI awards, although these awards remain primarily stock-option based. Given the breadth of outreach, disclosure of feedback, and positive changes, the committee has demonstrated adequate responsiveness. Pay-for-performance concerns are also sufficiently mitigated, based on the significant decline in CEO pay for 2020, the improvements in disclosure, and the inclusion of PSUs in the 2021 LTI program. That said, investors may expect the proportion of performance-vesting equity to continue to increase. In addition, the company's supplemental filing dated May 10, 2021 discloses that former NEO Hirsch's termination was deemed to be a termination by Mr. Hirsch for good reason. Given this new information provided by the company, the severance payments to Hirsch are not considered problematic, and a vote FOR this proposal is warranted.</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 2.33 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	05/12/2021	Auto-Approved	05/12/2021	78	78
Total Shares:							78	78

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Alliant Energy Corporation

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 018802108	Meeting ID: 1526250
Record Date: 03/19/2021	Meeting Type: Annual	Ticker: LNT	
Primary CUSIP: 018802108	Primary ISIN: US0188021085	Primary SEDOL: 2973821	Proxy Level: 3
	Shares Voted: 961	Votable Shares: 961	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 961

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger K. Newport	Mgmt	Yes	For	For	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 Dean C. Oestreich	Mgmt	Yes	For	For	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 P. Sanders	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of the CEO's compensation is based on objective financial performance, and the majority of equity awards are conditioned on long-term disclosed performance goals.</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 3.48 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Report on Costs and Benefits of Environmental Related Expenditures	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company provides extensive information about the costs and benefits of its future resource decisions.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2021	Auto-Approved	05/07/2021	961	961
Total Shares:							961	961

Arconic Corporation

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 03966V107	Meeting ID: 1527980
Record Date: 03/26/2021	Meeting Type: Annual	Ticker: ARNC	
Primary CUSIP: 03966V107	Primary ISIN: US03966V1070	Primary SEDOL: BKLJ8S9	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Arconic Corporation

Shares Voted: 388 **Votable Shares:** 388 ***Shares on Loan:** 0 **Shares Instructed:** 388
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 Frederick "Fritz" A. 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>						
1b	Elect Director William F. Austen	Mgmt	Yes	For	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 Christopher L. Ayers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Margaret "Peg" S. Billson	Mgmt	Yes	For	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 Croisetiere	Mgmt	Yes	For	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 Elmer L. Doty	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Carol S. Eicher	Mgmt	Yes	For	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 D. Myers	Mgmt	Yes	For	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 E. Stanley O'Neal	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Jeffrey Stafeil	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. However, shareholders should monitor the company's use of the adjusted EBITDA metric in the event that the company incurs significant liability in the future in connection with the Grenfell Tower fire.</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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Arconic Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
5	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.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/04/2021	Auto-Approved	05/04/2021	388	388
Total Shares:								388	388

AtriCure, Inc.

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 04963C209	Meeting ID: 1529285
Record Date: 03/23/2021	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	Shares Instructed: 3,148
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael H. Carrel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1b	Elect Director Mark A. Collar	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1c	Elect Director Daniel P. Florin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1d	Elect Director Regina E. Groves	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1e	Elect Director B. Kristine Johnson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director Karen N. Prange	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1g	Elect Director Sven A. Wehrwein	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Robert S. White	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</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 cautionary vote FOR this proposal is warranted. While concerns are raised by the adjustment to the long-term incentive award calculation methodology, such concerns are mitigated by capping the potential payouts after the modifications to target levels and the resulting below target payouts.</i>							

Ballot Details

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	04/30/2021	Auto-Approved	04/30/2021	3,148	3,148
Total Shares:							3,148	3,148

AvalonBay Communities, Inc.

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 053484101	Meeting ID: 1528413
Record Date: 03/25/2021	Meeting Type: Annual	Ticker: AVB	
Primary CUSIP: 053484101	Primary ISIN: US0534841012	Primary SEDOL: 2131179	Proxy Level: 3
Shares Voted: 332		Votable Shares: 332	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 332	

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	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 Terry S. 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 Alan B. Buckelew	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

AvalonBay Communities, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Ronald L. Havner, 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 Stephen P. Hills	Mgmt	Yes	For	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 B. Howard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	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>							
1h	Elect Director Nnenna 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 Timothy J. Naughton	Mgmt	Yes	For	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 Benjamin W. Schall	Mgmt	Yes	For	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 Swanezy	Mgmt	Yes	For	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 W. Edward Walter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	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 19.84 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. There is some concern raised regarding the CEO's target annual bonus opportunity which, when cash and equity components are analyzed collectively, is relatively large. However, annual incentives are primarily based on pre-set objective metrics, and the committee's COVID-related adjustments were well disclosed and resulted in only modest increases to payouts. LTI goal rigor also raises some concern, as the metrics do not require outperformance in order to be achieved at target. However, LTI awards are fully based on disclosed multi-year performance targets. In addition, payouts for each incentive program were below target, in line with company performance. While pay-for-performance concerns are mitigated for the year in review, continued monitoring is warranted, given the noted concerns regarding the size of the CEO's collective annual opportunities and long-term incentive goal rigor.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/27/2021	Auto-Approved	04/27/2021	332	332
Total Shares:							332	332

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

AvalonBay Communities, Inc.

Chubb Limited

Meeting Date: 05/20/2021	Country: Switzerland	Primary Security ID: H1467J104	Meeting ID: 1527506
Record Date: 03/26/2021	Meeting Type: Annual	Ticker: CB	
Primary CUSIP: H1467J104	Primary ISIN: CH0044328745	Primary SEDOL: B3BQMF6	Proxy Level: N/A
	Shares Voted: 350	Votable Shares: 350	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 350

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>						
2.1	Allocate Disposable Profit	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given:- The increase in the dividend; and- The payout ratio, which exceeds 30 percent.</i>						
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given:- The increase in the dividend; and- The payout ratio, which exceeds 30 percent.</i>						
3	Approve Discharge of Board of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted.</i>						
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.23 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.23 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
5.1	Elect Director Evan G. Greenberg	Mgmt	Yes	For	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 Michael P. Connors	Mgmt	Yes	For	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 Michael G. Atieh	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Chubb Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5.4	Elect Director Sheila P. 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>						
5.5	Elect Director Mary Cirillo	Mgmt	Yes	For	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 Robert J. Hugin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.7	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>						
5.8	Elect Director Eugene B. Shanks, 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>						
5.9	Elect Director Theodore E. Shasta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.10	Elect Director David H. Sidwell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.11	Elect Director Olivier Steimer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.12	Elect Director Luis Tellez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.13	Elect Director Frances F. Townsend	Mgmt	Yes	For	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 Evan G. Greenberg as Board Chairman	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the election of Evan G. Greenberg as chairman of the board is warranted given that Greenberg serves as the company's CEO.</i>						
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors.</i>						
7.2	Elect Mary Cirillo as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors.</i>						
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Chubb Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Designate Homburger AG 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	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>							
10	Approve CHF 86,557,222.50 Reduction in Share Capital via Cancellation in Nominal Value of CHF 24.15 each	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposed share capital reduction is warranted.</i>							
11.1	Approve the Maximum Aggregate Remuneration of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed amount is broadly in line with market practice.</i>							
11.2	Approve Remuneration of Executive Management in the Amount of USD 48 Million for Fiscal 2022	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	Advisory 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 majority of equity is performance based and certain awards require significant outperformance for target payout. However, given the continued high levels of CEO pay and reliance on compensation committee discretion, especially in the annual incentive program, continued shareholder monitoring is warranted.</i>							
13	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/29/2021	Auto-Approved	04/29/2021	350	350
Total Shares:							350	350

DexCom, Inc.

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 252131107	Meeting ID: 1530092
Record Date: 03/31/2021	Meeting Type: Annual	Ticker: DXCM	
Primary CUSIP: 252131107	Primary ISIN: US2521311074	Primary SEDOL: B0796X4	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

DexCom, Inc.

		Shares Voted: 831	Votable Shares: 831			*Shares on Loan: 0	Shares Instructed: 831
Total Ballots: 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 R. Sayer	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.2	Elect Director Nicholas Augustinos	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.3	Elect Director Bridgette P. Heller	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.							
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 14.41 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. Annual awards are primarily performance-based, as highlighted by above-target payouts, and the committee has stated an intention of increasing the proportion of performance awards comprising the CEO's long-term awards. However, certain concerns warrant continued close monitoring of the compensation program, including the scale of equity awards, the level of discretion applied to the annual incentives, and the primarily time-based composition of NEO equity awards.							
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance board accountability to shareholders and demonstrate a commitment to shareholders' interests on the part of management.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/07/2021	Auto-Approved	05/07/2021	831	831
Total Shares:							831	831

DTE Energy Company

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 233331107	Meeting ID: 1522155
Record Date: 03/23/2021	Meeting Type: Annual	Ticker: DTE	
Primary CUSIP: 233331107	Primary ISIN: US2333311072	Primary SEDOL: 2280220	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

DTE Energy Company

Shares Voted: 326 **Votable Shares:** 326 ***Shares on Loan:** 0 **Shares Instructed:** 326
Total Ballots: 1 **Voting Policy:** UUA

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>						
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 7.18 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	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. Although DTE has improved its political contributions disclosure, some areas remain untransparent.</i>							
6	Report on Costs and Benefits of Environmental Related Expenditures	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company already provides extensive information about the costs and benefits of its future resource decisions and its strategic decisions regarding climate risk.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/10/2021	Auto-Approved	05/10/2021	326	326
Total Shares:							326	326

Flowserve Corporation

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 34354P105	Meeting ID: 1529744
Record Date: 03/26/2021	Meeting Type: Annual	Ticker: FLS	
Primary CUSIP: 34354P105	Primary ISIN: US34354P1057	Primary SEDOL: 2288406	Proxy Level: 3
	Shares Voted: 1,199	Votable Shares: 1,199	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,199	

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>							
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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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>							
1j	Elect Director Carlyn R. 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>							
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 less than one percent of the fees paid to the auditor are for non-audit purposes.</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 elimination of the supermajority vote requirement in Article Tenth 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	05/07/2021	Auto-Approved	05/07/2021	1,199	1,199
Total Shares:							1,199	1,199

IDACORP, Inc.

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 451107106	Meeting ID: 1527731
Record Date: 03/31/2021	Meeting Type: Annual	Ticker: IDA	
Primary CUSIP: 451107106	Primary ISIN: US4511071064	Primary SEDOL: 2296937	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

IDACORP, Inc.

Shares Voted: 490 **Votable Shares:** 490 ***Shares on Loan:** 0 **Shares Instructed:** 490
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Darrel T. 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 Odette C. Bolano	Mgmt	Yes	For	For	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 Carlile	Mgmt	Yes	For	For	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. Dahl	Mgmt	Yes	For	For	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 Annette G. Elg	Mgmt	Yes	For	For	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 Lisa A. Grow	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Ronald 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>						
1.8	Elect Director Judith A. Johansen	Mgmt	Yes	For	For	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 Dennis 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>						
1.10	Elect Director Richard J. Navarro	Mgmt	Yes	For	For	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 Mark T. Peters	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.47 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
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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

IDACORP, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/27/2021	Auto-Approved	04/27/2021	490	490
Total Shares:							490	490

Kansas City Southern

Meeting Date: 05/20/2021 Country: USA Primary Security ID: 485170302 Meeting ID: 1529672
 Record Date: 03/22/2021 Meeting Type: Annual Ticker: KSU

Primary CUSIP: 485170302 Primary ISIN: US4851703029 Primary SEDOL: 2607647 Proxy Level: 3

Shares Voted: 81 Votable Shares: 81 *Shares on Loan: 0 Shares Instructed: 81
 Total Ballots: 1 Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lydia I. Beebe	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Lu M. Cordova	Mgmt	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 Robert J. Druten	Mgmt	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 Antonio O. Garza, Jr.	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director David Garza-Santos	Mgmt	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 Janet H. Kennedy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director Mitchell J. Krebs	Mgmt	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 Henry J. Maier	Mgmt	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 A. McDonnell	Mgmt	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Kansas City Southern

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.10	Elect Director Patrick J. Ottensmeyer	Mgmt	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 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	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the company recently entered into new letter agreements with NEOs, which provide for excise tax gross-ups. Such provisions may lead to substantial increases in potential termination payments and are generally disfavored by investors. Accordingly, gross-ups are not the market norm and are considered to be a problematic pay practice.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/07/2021	Auto-Approved	05/08/2021	81	81
Total Shares:								81	81

L Brands, Inc.

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 501797104	Meeting ID: 1529386
Record Date: 03/26/2021	Meeting Type: Annual	Ticker: LB	
Primary CUSIP: 501797104	Primary ISIN: US5017971046	Primary SEDOL: B9M2WX3	Proxy Level: 3
Total Ballots: 1	Shares Voted: 831	Votable Shares: 831	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 831

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

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1e	Elect Director Andrew M. Meslow	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Michael G. Morris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Sarah E. Nash	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	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>							
1i	Elect Director Anne Sheehan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Stephen D. Steinour	Mgmt	Yes	For	For	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 were reasonably aligned for the year in 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2021	Auto-Approved	05/08/2021	831	831
Total Shares:							831	831

Lear Corporation

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 521865204	Meeting ID: 1527390
Record Date: 03/26/2021	Meeting Type: Annual	Ticker: LEA	
Primary CUSIP: 521865204	Primary ISIN: US5218652049	Primary SEDOL: B570P91	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Lear Corporation

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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>							
1b	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>							
1c	Elect Director Bradley M. 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>							
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 Roger A. Krone	Mgmt	Yes	For	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. 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>							
1g	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>							
1h	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>							
1i	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>							
1j	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 17.04 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. Annual incentives are entirely performance-based, and mid-year adjustments to metrics and goals were accompanied by a reduction in target and maximum payouts. Equity awards are majority performance-based, and primarily utilize multi-year performance periods. However, the company appears to have made adjustments to closing cycle equity awards due to the impact of the pandemic, and although these awards paid out well below target, continued monitoring of the company's actions with respect to in-flight equity awards 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
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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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Lear 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	05/10/2021	Auto-Approved	05/10/2021	2	2
Total Shares:							2	2

Lennox International Inc.

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 526107107	Meeting ID: 1529042
Record Date: 03/23/2021	Meeting Type: Annual	Ticker: LII	
Primary CUSIP: 526107107	Primary ISIN: US5261071071	Primary SEDOL: 2442053	Proxy Level: 3
	Shares Voted: 60	Votable Shares: 60	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 60

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sherry L. Buck	Mgmt	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 Gregory T. Swinton	Mgmt	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 Todd J. Teske	Mgmt	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	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and- Excessive differentials between CEO pay and the pay of other named executive officers at the firm.							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/10/2021	Auto-Approved	05/10/2021	60	60
Total Shares:							60	60

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

McDonald's Corporation

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 580135101	Meeting ID: 1529169
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: MCD	
Primary CUSIP: 580135101	Primary ISIN: US5801351017	Primary SEDOL: 2550707	Proxy Level: 3
	Shares Voted: 1,057	Votable Shares: 1,057	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,057

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>						
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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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. Total pay increased during CEO Kempczinski's first full fiscal year in the position, following his promotion in November 2019, and the compensation program is sufficiently performance-conditioned. Annual incentives for 2020, and long-term incentives for the 2018-2020 performance period, were forfeited due to below-threshold performance; the company did not make COVID-related adjustments to those incentive programs.</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 1.75 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	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>							
5	Report on Antibiotics and Public Health Costs	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons:- Disclosure of the requested information would enable shareholders to better assess the company's management of operational and reputational risks related to the use of antibiotics in its supply chain; and- Given McDonald's existing disclosure, it should not be unduly burdensome for the company to include the accompanying external costs in its antibiotic use policies and transparency disclosures.</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	05/13/2021	Auto-Approved	05/13/2021	1,057	1,057
Total Shares:							1,057	1,057

Morgan Stanley

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 617446448	Meeting ID: 1526585
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: MS	
Primary CUSIP: 617446448	Primary ISIN: US6174464486	Primary SEDOL: 2262314	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Morgan Stanley

Shares Voted: 2,497

Votable Shares: 2,497

*Shares on Loan: 0

Shares Instructed: 2,497

Total Ballots: 2

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elizabeth Corley	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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	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 Hironori Kamezawa	Mgmt	Yes	For	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 Shelley B. Leibowitz	Mgmt	Yes	For	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 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>						
1j	Elect Director Jami Miscik	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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 4.05 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: While NEO total pay is guided by performance assessments, pay is ultimately discretionarily determined by the committee, which raises some concern. However, there are mitigating factors for the year in review. Most notably, the application of discretion has not resulted in a quantitative pay-for-performance misalignment. In addition, most of the financial metrics assessed were consistent with the prior year, and the increase in CEO pay is directionally aligned with strong financial and share price performance. Further, equity awards are majority based on multi-year performance and forward-looking goals are clearly disclosed. Lastly, although the relative TSR metric under the LTI program targets merely the index median, earned shares in respect of the metric are capped at target in the event absolute TSR is negative. On balance, a vote FOR this proposal is warranted, but with caution. Close continued monitoring of the pay program structure is warranted, as the program's heavy reliance on committee discretion may be scrutinized should CEO pay and company performance demonstrate a misalignment in the future.</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	05/07/2021	Auto-Approved	05/08/2021	2,393	2,392
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/07/2021	Auto-Approved	05/08/2021	105	105
Total Shares:							2,498	2,497

NextEra Energy, Inc.

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 65339F101	Meeting ID: 1525842
Record Date: 03/23/2021	Meeting Type: Annual	Ticker: NEE	
Primary CUSIP: 65339F101	Primary ISIN: US65339F1012	Primary SEDOL: 2328915	Proxy Level: 3
Total Ballots: 1	Shares Voted: 895	Votable Shares: 895	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 895

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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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: Votes AGAINST CEO and Chair James Robo and Lead Director Sherry Barrat are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. 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 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>						
1g	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>						
1h	Elect Director James L. Robo	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Rudy E. Schupp	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director John L. Skolds	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director 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>						
1l	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 6.47 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 as pay and performance were 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: 07/01/2020 to 06/30/2021
 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		
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/12/2021	Auto-Approved	05/12/2021	895	895
Total Shares:							895	895	

Norwegian Cruise Line Holdings Ltd.

Meeting Date: 05/20/2021	Country: Bermuda	Primary Security ID: G66721104	Meeting ID: 1528341
Record Date: 03/02/2021	Meeting Type: Annual	Ticker: NCLH	
Primary CUSIP: G66721104	Primary ISIN: BMG667211046	Primary SEDOL: B9CGTC3	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 962	Votable Shares: 962	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 962

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adam M. Aron	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Stella David	Mgmt	Yes	For	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 E. Landry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Amid poor company performance due to the global pandemic, the company made multiple pay decisions in FY20 which increased the compensation for the CEO. First, the annual bonus program was replaced mid-year with a more pertinent performance metric. While the change itself was reasonable, payout was at the original target. The company also gave the CEO a discretionary cash bonus which, in combination with the annual bonus payout, resulted overall in a cash bonus for the year that would have exceeded his maximum bonus payout under the annual bonus program. Similar actions occurred in the LTI grant. Though the majority of the LTI grant is in performance-conditioned equity based on multi-year performance periods, the company made amendments to two closing-cycle grants, one of which (in February 2020) resulted in performance equity vesting at maximum, while the other shortened the performance period and resulted in equity vesting at 90 percent of target. Additionally, the CEO received an additional time-vesting RSU grant valued at \$6 million. The combination of each of the compensation committee's mid-year decisions insulated the CEO from poor company performance while shareholders lost considerable value and is not conducive to a pay-for-performance philosophy.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Norwegian Cruise Line Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that the size of the proposed increase in authorized shares of common stock is reasonable.									
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 PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	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 28.03 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/10/2021	Auto-Approved	05/10/2021	962	962
Total Shares:								962	962

OGE Energy Corp.

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 670837103	Meeting ID: 1527386
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: OGE	
Primary CUSIP: 670837103	Primary ISIN: US6708371033	Primary SEDOL: 2657802	Proxy Level: 3
Total Ballots: 1	Shares Voted: 5,786	Votable Shares: 5,786	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 5,786

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 Peter D. Clarke	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Luke R. Corbett	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1d	Elect Director David L. Hauser	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: 07/01/2020 to 06/30/2021
 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
1e	Elect Director Luther (Luke) C. Kissam, IV	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 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 a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Provide Right to Act by Written Consent	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>						
5	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement 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	05/17/2021	Auto-Approved	05/17/2021	5,786	5,786
Total Shares:							5,786	5,786

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Telephone and Data Systems, Inc.

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 879433829	Meeting ID: 1528625
Record Date: 03/24/2021	Meeting Type: Annual	Ticker: TDS	
Primary CUSIP: 879433829	Primary ISIN: US8794338298	Primary SEDOL: B6YR5K3	Proxy Level: 3
	Shares Voted: 1,383	Votable Shares: 1,383	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,383

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>						
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	Advisory 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 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	05/10/2021	Auto-Approved	05/10/2021	1,383	1,383
Total Shares:							1,383	1,383

The Home Depot, Inc.

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 437076102	Meeting ID: 1526857
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: HD	
Primary CUSIP: 437076102	Primary ISIN: US4370761029	Primary SEDOL: 2434209	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Home Depot, Inc.

Shares Voted: 586 **Votable Shares:** 586 ***Shares on Loan:** 0 **Shares Instructed:** 586
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Ari Bousbib	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Jeffery H. Boyd	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Gregory D. Brennenman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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 6.02 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
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.								
4	Amend Shareholder Written Consent Provisions	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted given that a reduction in the ownership threshold would provide a more meaningful written consent right for shareholders.								
5	Report on Political Contributions Congruency Analysis	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted, as the requested report would allow shareholders to better evaluate how well the company is assessing and mitigating risks related to its political communication expenditures.								
6	Report on Prison Labor in the Supply Chain	SH	Yes	Against	Against	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted. Additional reporting on the company's policies addressing use of prison labor would help shareholders assess the level of human rights risk that may be facing the company.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2021	Auto-Approved	05/07/2021	586	586
Total Shares:							586	586

The Mosaic Company

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 61945C103	Meeting ID: 1528334
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: MOS	
Primary CUSIP: 61945C103	Primary ISIN: US61945C1036	Primary SEDOL: B3NPHP6	Proxy Level: 3
	Shares Voted: 1,388	Votable Shares: 1,388	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,388	

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 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1d	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>							
1e	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>							
1f	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>							
1g	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>							
1h	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>							
1i	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>							
1j	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>							
1k	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>							
1l	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 KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.91 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. The majority of the CEO's annual incentive award is conditioned on objective financial performance, and the majority of the company's equity grants are based on a multi-year performance period.</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	04/22/2021	Auto-Approved	04/22/2021	1,388	1,388
Total Shares:							1,388	1,388

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Mosaic Company

The Travelers Companies, Inc.

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 89417E109	Meeting ID: 1526838
Record Date: 03/23/2021	Meeting Type: Annual	Ticker: TRV	
Primary CUSIP: 89417E109	Primary ISIN: US89417E1091	Primary SEDOL: 2769503	Proxy Level: 3
	Shares Voted: 382	Votable Shares: 382	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 382

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 Thomas B. Leonardi	Mgmt	Yes	For	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 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>						
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 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>						
1i	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>						
1j	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>						
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 1.48 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Travelers Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Concerns exist over the annual incentive plan's discretionary nature. While targets are disclosed for its financial metrics, payouts are primarily determined at the compensation committee's discretion. Long-term incentives are just over half performance-based and utilize one financial metric which is also used in the annual incentive program. However, performance equity is measured over a multi-year period and the performance target, along with threshold and maximum hurdles, were disclosed.</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	05/07/2021	Auto-Approved	05/07/2021	382	382
Total Shares:							382	382

Xerox Holdings Corporation

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 98421M106	Meeting ID: 1528420
Record Date: 03/26/2021	Meeting Type: Annual	Ticker: XRXX	
Primary CUSIP: 98421M106	Primary ISIN: US98421M1062	Primary SEDOL: BJJD5G3	Proxy Level: 3
Total Ballots: 1	Shares Voted: 191	Votable Shares: 191	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 191

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	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 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>							
1.3	Elect Director Cheryl Gordon Krongard	Mgmt	Yes	For	For	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 Letier	Mgmt	Yes	For	For	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 Nichelle Maynard-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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1.6	Elect Director Steven D. 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>							
1.7	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>							
1.8	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>							
1.9	Elect Director Giovanni 'John' Visentin	Mgmt	Yes	For	For	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 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 a third consecutive low say-on-pay vote result the company engaged with shareholders and listed specific feedback received, implementing some positive changes to the pay program that address some concerns. However, the compensation committee did not address all of the items of feedback with new pay program changes, with most changes pointing to actions taken in prior years. In addition, a pay-for-performance misalignment exists, and mitigating factors could not be identified. While the STI was entirely based on financial metrics and did not achieve payout when goals were not met, the company provided executives with a discretionary cash bonus at the value of the annual bonus' threshold level. In addition, while the annual equity grant is largely performance-conditioned and based on multi-year performance, the company provided special time-vesting RSUs in FY20. Granting a discretionary cash bonus as well as time-vesting equity when goals are below threshold undermines a pay-for-performance philosophy.</i>							
4	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the aggregate shareholder value transfer of the company's equity compensation plans exceeds the benchmark, the qualitative review of director compensation indicates that the company met all qualitative factors.</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	Elect Director Aris Kekedjian	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/07/2021	Auto-Approved	05/07/2021	191	191
Total Shares:							191	191

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Xerox Holdings Corporation

Zoetis Inc.

Meeting Date: 05/20/2021	Country: USA	Primary Security ID: 98978V103	Meeting ID: 1527734
Record Date: 03/26/2021	Meeting Type: Annual	Ticker: ZTS	
Primary CUSIP: 98978V103	Primary ISIN: US98978V1035	Primary SEDOL: B95WG16	Proxy Level: 3
	Shares Voted: 2,917	Votable Shares: 2,917	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 2,917

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sanjay Khosla	Mgmt	Yes	For	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 Antoinette R. Leatherberry	Mgmt	Yes	For	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 Willie M. 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>							
1d	Elect Director Linda Rhodes	Mgmt	Yes	For	For	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 appear to be primarily performance-based and long-term incentives are at least half comprised of performance shares, based on the company's valuation, that utilize a multi-year performance period.</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 14.18 percent of the fees paid to the auditor are for non-audit purposes.</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 the 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	05/07/2021	Auto-Approved	05/07/2021	554	554
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/07/2021	Auto-Approved	05/07/2021	2,363	2,363
Total Shares:							2,917	2,917

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Macy's, Inc.

Meeting Date: 05/21/2021	Country: USA	Primary Security ID: 55616P104	Meeting ID: 1527990
Record Date: 03/25/2021	Meeting Type: Annual	Ticker: M	
Primary CUSIP: 55616P104	Primary ISIN: US55616P1049	Primary SEDOL: 2345022	Proxy Level: 3
	Shares Voted: 1,493	Votable Shares: 1,493	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,493

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francis S. Blake	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	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>						
1c	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>						
1d	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>						
1e	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>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	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 3.66 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Macy's, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Annual incentives paid out above target against goals that were set mid-year due to COVID-related uncertainty. The CEO's target STI payout was unchanged, although the maximum payout opportunity did decrease. Half of the CEO's LTI award depends on multi-year performance, with a lower maximum payout than in prior years. Some concern is raised given that PSUs may vest at target if TSR merely ranks at the 45th percentile. However, closing-cycle performance shares did not pay out, in line with performance. Continued monitoring of incentive goal rigor is warranted, given that certain changes are being implemented for FY21.								
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	05/10/2021	Auto-Approved	05/10/2021	1,493	1,493
Total Shares:							1,493	1,493

Leggett & Platt, Incorporated

Meeting Date: 05/25/2021	Country: USA	Primary Security ID: 524660107	Meeting ID: 1528035
Record Date: 03/16/2021	Meeting Type: Annual	Ticker: LEG	
Primary CUSIP: 524660107	Primary ISIN: US5246601075	Primary SEDOL: 2510682	Proxy Level: 3
Total Ballots: 1	Shares Voted: 2,331	Votable Shares: 2,331	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 2,331

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	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: 07/01/2020 to 06/30/2021
 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
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>							
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 3.03 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 for the year under review.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/12/2021	Auto-Approved	05/12/2021	2,331	2,331
Total Shares:							2,331	2,331

M&T Bank Corporation

Meeting Date: 05/25/2021	Country: USA	Primary Security ID: 55261F104	Meeting ID: 1537497
Record Date: 04/19/2021	Meeting Type: Special	Ticker: MTB	
Primary CUSIP: 55261F104	Primary ISIN: US55261F1049	Primary SEDOL: 2340168	Proxy Level: 5

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

M&T Bank Corporation

	Shares Voted: 336	Votable Shares: 336	*Shares on Loan: 0	Shares Instructed: 336
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Preferred Stock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed share increase is a necessary condition for the completion of the merger agreement, which warrants shareholder support.</i>						
2	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The strategic rationale appears sound, as the combined company will have a larger geographic reach and gain scale benefits. Given the strategic rationale, and the expected cost savings and immediate accretion to tangible book value, support FOR the merger is warranted.</i>						
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the underlying transaction also merits 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	05/12/2021	Auto-Approved	05/12/2021	336	336
Total Shares:							336	336

Merck & Co., Inc.

Meeting Date: 05/25/2021	Country: USA	Primary Security ID: 58933Y105	Meeting ID: 1527429
Record Date: 03/26/2021	Meeting Type: Annual	Ticker: MRK	
Primary CUSIP: 58933Y105	Primary ISIN: US58933Y1055	Primary SEDOL: 2778844	Proxy Level: 3
	Shares Voted: 1,477	Votable Shares: 1,477	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 1,477	

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 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>						
1c	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>						
1d	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1e	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>						
1f	Elect Director Risa J. Lavizzo-Mourey	Mgmt	Yes	For	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 Stephen L. Mayo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Paul B. Rothman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director 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>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.12 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 Access to COVID-19 Products	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting on whether and how public funding would impact the company's pricing and access plans would allow shareholders to better assess the company's management of related risks if its treatments get approved.</i>						

Ballot Details

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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Merck & Co., Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/12/2021	Auto-Approved	05/12/2021	1,422	1,422
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/12/2021	Auto-Approved	05/12/2021	55	55
Total Shares:							1,477	1,477

Natera, Inc.

Meeting Date: 05/25/2021	Country: USA	Primary Security ID: 632307104	Meeting ID: 1531634
Record Date: 04/01/2021	Meeting Type: Annual	Ticker: NTRA	
Primary CUSIP: 632307104	Primary ISIN: US6323071042	Primary SEDOL: BYQRG48	Proxy Level: 3
	Shares Voted: 1,134	Votable Shares: 1,134	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,134

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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. 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 director nominees Matthew Rabinowitz, Roelof Botha, Todd Cozzens, and Steven (Steve) Chapman 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 Steven L. Chapman	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 Rabinowitz, Roelof Botha, Todd Cozzens, and Steven (Steve) Chapman 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 Todd Cozzens	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 Rabinowitz, Roelof Botha, Todd Cozzens, and Steven (Steve) Chapman 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>							
1.4	Elect Director Matthew Rabinowitz	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 Rabinowitz, Roelof Botha, Todd Cozzens, and Steven (Steve) Chapman 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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Natera, 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 only 1.08 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.								
Ballot Details								
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	05/03/2021	Auto-Approved	05/04/2021	1,134	1,134
Total Shares:							1,134	1,134

Nielsen Holdings plc

Meeting Date: 05/25/2021	Country: United Kingdom	Primary Security ID: G6518L108	Meeting ID: 1530899
Record Date: 03/29/2021	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
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 416

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 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Nielsen Holdings plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Jonathan 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>						
1h	Elect Director Stephanie Plaines	Mgmt	Yes	For	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 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>						
1j	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 2.65 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 2.65 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 is warranted as no significant concerns have been identified.</i>						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Following last year's low say-on-pay support, the company engaged with shareholders, disclosed their specific concerns regarding the pay programs, and made meaningful changes to the programs to address those concerns. Specifically, an organic revenue metric will replace the revenue metric under the STI and LTI programs, the weight of the free cash flow metric will slightly increase under the STI program, and a free cash flow/EBITDA conversion metric will replace the adjusted EPS metric under the LTI program. Although the committee exercised some COVID-related discretion under the STI program, the payouts remained below target. Additionally, the business sale-related LTI modifications were somewhat reasonable and the earnouts were well below target, aligned with lagging TSR performance. For FY21, LTI awards are expected to be more than half performance-based with multi-year goals. Continued monitoring of the STI program is warranted given that the payouts can be adjusted based on individual performance.</i>						
6	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As the company is classified as a U.S. domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the U.S. say-on-pay analysis. Accordingly, a vote FOR this proposal is warranted.</i>						
7	Approve Remuneration Policy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The remuneration policy is being submitted in accordance with U.K. regulation, where the company is incorporated. Although some features of the remuneration policy do not align with market practice for U.K.-listed companies, they are consistent with U.S. practice.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Nielsen Holdings plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
8	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.								
9	Authorise Issue of Equity without Pre-emptive 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.								
10	Approve Issuance of Shares for a Private Placement	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.								
11	Approve Share Repurchase Contracts and Repurchase Counterparties	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted given a lack of significant concerns regarding the terms of the repurchase contracts.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/12/2021	Auto-Approved	05/12/2021	416	416
Total Shares:							416	416

NiSource Inc.

Meeting Date: 05/25/2021	Country: USA	Primary Security ID: 65473P105	Meeting ID: 1534058
Record Date: 03/30/2021	Meeting Type: Annual	Ticker: NI	
Primary CUSIP: 65473P105	Primary ISIN: US65473P1057	Primary SEDOL: 2645409	Proxy Level: 3
	Shares Voted: 717	Votable Shares: 717	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 717	

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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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>							
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 as pay and performance are reasonably aligned. While the committee made pandemic-related adjustments to the NOEPS metric for STI and LTI purposes, the rationale and adjustment appear reasonable. STI payouts were capped well below target.</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 3.35 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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/04/2021	Auto-Approved	05/04/2021	717	717
Total Shares:							717	717

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

NiSource Inc.

OneMain Holdings, Inc.

Meeting Date: 05/25/2021	Country: USA	Primary Security ID: 68268W103	Meeting ID: 1531643
Record Date: 03/31/2021	Meeting Type: Annual	Ticker: OMF	
Primary CUSIP: 68268W103	Primary ISIN: US68268W1036	Primary SEDOL: BYSZB89	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
1.1	Elect Director Lisa Green Hall	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Matthew R. Michelini	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 incumbent director nominees Douglas (Doug) Shulman and Matthew Michelini given concerns regarding the audit committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Douglas H. Shulman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Douglas (Doug) Shulman and Matthew Michelini given concerns regarding the audit committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.40 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	05/10/2021	Auto-Approved	05/10/2021	390	390
Total Shares:							390	390

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Allstate Corporation

Meeting Date: 05/25/2021	Country: USA	Primary Security ID: 020002101	Meeting ID: 1530854
Record Date: 03/26/2021	Meeting Type: Annual	Ticker: ALL	
Primary CUSIP: 020002101	Primary ISIN: US0200021014	Primary SEDOL: 2019952	Proxy Level: 3
	Shares Voted: 605	Votable Shares: 605	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 605

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald E. 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 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>						
1c	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>						
1d	Elect Director Richard T. Hume	Mgmt	Yes	For	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 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>						
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 Jacques P. Perold	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
1i	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>						
1j	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>						
1k	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>						
1l	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR this proposal as CEO pay and company performance are reasonably aligned at this time. Annual incentive funding is based entirely on objective financial performance and the majority of equity awards are conditioned on long-term performance goals.</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 4.78 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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	04/27/2021	Auto-Approved	04/27/2021	605	605
Total Shares:							605	605

Ventas, Inc.

Meeting Date: 05/25/2021	Country: USA	Primary Security ID: 92276F100	Meeting ID: 1531656
Record Date: 03/31/2021	Meeting Type: Annual	Ticker: VTR	
Primary CUSIP: 92276F100	Primary ISIN: US92276F1003	Primary SEDOL: 2927925	Proxy Level: 3
Shares Voted: 1,155		Votable Shares: 1,155	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 1,155	
Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melody C. Barnes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Debra A. Cafaro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Jay M. Gellert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ventas, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director 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>							
1f	Elect Director Marguerite M. Nader	Mgmt	Yes	For	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 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>							
1h	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>							
1i	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>							
1j	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>							
1k	Elect Director Maurice S. 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. There are some ongoing concerns identified regarding goal rigor under the STI and LTI programs, as the most heavily weighted STI metric was set below last year's actual results without a reduction in payout opportunity, and the relative TSR metrics under the LTI program target merely the index without a cap on payouts if absolute TSR is negative. However, the committee reduced the CEO's above-target STI payout to align her payout with share price performance. Moreover, the LTI program is predominantly based on multi-year performance and closing-cycle performance shares were earned well below target, which aligns with negative share price performance over the same period. Nevertheless, close continued monitoring of incentive goal rigor and payout opportunities is warranted.</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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/10/2021	Auto-Approved	05/10/2021	1,155	1,155
Total Shares:							1,155	1,155

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Amazon.com, Inc.

Meeting Date: 05/26/2021	Country: USA	Primary Security ID: 023135106	Meeting ID: 1532658
Record Date: 04/01/2021	Meeting Type: Annual	Ticker: AMZN	
Primary CUSIP: 023135106	Primary ISIN: US0231351067	Primary SEDOL: 2000019	Proxy Level: 3
	Shares Voted: 248	Votable Shares: 248	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 248

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Keith B. 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>						
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	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While CEO pay is not excessive, compensation for other NEOs includes large grants of time-vesting restricted shares, and incentive programs lack objective performance metrics and quantified goals. Although magnitude concerns are mitigated to a certain degree by the company's strong performance, the subjective nature of the incentive program is nonetheless problematic.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
4	Report on Customers' Use of its Surveillance and Computer Vision Products Capabilities or Cloud Products Contribute to Human Rights Violations	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as an independent report on the company's process for determining whether customers' use of its products or services violates human rights would allow shareholders to better gauge how well Amazon is managing human rights related risks.							
5	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.							
6	Report on Gender/Racial Pay Gap	SH	Yes	Against	For	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 and its management of related risks.							
7	Report on Promotion Data	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as greater disclosure about the company's retention and promotion velocity rates could increase accountability for the company's diversity efforts.							
8	Report on the Impacts of Plastic Packaging	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.							
9	Oversee and Report on a Civil Rights, Equity, Diversity and Inclusion Audit	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Amazon's efforts to address the issue of racial inequality and its management of related risks, particularly in light of recent discrimination lawsuits.							
10	Adopt a Policy to Include Hourly Employees as Director Candidates	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as the company faces significant controversies related to treatment of its employees.							
11	Report on Board Oversight of Risks Related to Anti-Competitive Practices	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of recent regulatory developments and Amazon's involvement in related controversies.							
12	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 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.							
13	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 state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
14	Report on Potential Human Rights Impacts of Customers' Use of Rekognition	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted, as an independent report on the company's process for determining whether customers' use of its products or services violates human rights would allow shareholders to better gauge how well Amazon is managing human rights related risks.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078		6728029078	Confirmed	Auto-Instructed	05/14/2021	Auto-Approved	05/14/2021	244	244
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	05/14/2021	Auto-Approved	05/14/2021	4	4
Total Shares:								248	248

Anthem, Inc.

Meeting Date: 05/26/2021	Country: USA	Primary Security ID: 036752103	Meeting ID: 1530086
Record Date: 03/22/2021	Meeting Type: Annual	Ticker: ANTM	
Primary CUSIP: 036752103	Primary ISIN: US0367521038	Primary SEDOL: BSPHGL4	Proxy Level: 3
	Shares Voted: 380	Votable Shares: 380	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA	Shares Instructed: 380	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lewis Hay, 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 Antonio F. Neri	Mgmt	Yes	For	For	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 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>							
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. Annual incentives were largely determined by pre-set financial goals and approximately half of long-term incentives were performance-conditioned. Moreover, performance shares utilize a multi-year performance measurement period.</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 3.82 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Anthem, 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	05/12/2021	Auto-Approved	05/12/2021	296	296
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/12/2021	Auto-Approved	05/12/2021	84	84
Total Shares:							380	380

BlackRock, Inc.

Meeting Date: 05/26/2021	Country: USA	Primary Security ID: 09247X101	Meeting ID: 1533312
Record Date: 03/29/2021	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	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 Pamela Daley	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Jessica P. Einhorn	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Laurence D. Fink	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director William E. Ford	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 Fabrizio Freda	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Margaret 'Peggy' L. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Robert S. Kapito	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1j	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>						
1k	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>						
1l	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>						
1m	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>						
1n	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>						
1o	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>						
1p	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, with caution. There is some ongoing concern regarding the impact of committee discretion in determining total incentive pay. Although guided by performance assessments in three broad categories, NEOs' total incentive pay determinations remain ultimately discretionary, and the proxy lacks disclosure of pre-set weights and targets for the specific metrics and achievements. However, there are mitigating factors for the year in review. First and most notably, the use of discretion has not resulted in a quantitative pay-for-performance misalignment for the year in review. Also, the year-over-year increase in NEO pay is directionally aligned with the company's strong TSR performance and the results of consistently considered financial metrics under the CEO's performance scorecard. Additionally, each NEO's incentive pay is capped at 125 percent of the prior year's incentive pay, somewhat limiting year-over-year pay increases. Further, a majority of long-term incentives are performance-based with clearly disclosed multi-year goals, and closing-cycle performance shares vested slightly above-target in alignment with the company's long-term TSR performance. Nevertheless, close shareholder monitoring of the incentive pay program structure and outcomes is warranted, particularly should CEO and company performance become misaligned going forward.</i>						
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 6.21 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4a	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as providing shareholders with the ability to call special meetings would improve shareholder rights.</i>						
4b	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the removal of supermajority vote requirements would improve shareholder rights.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
4c	Amend Charter to Eliminate Provisions that are No Longer Applicable and Make Other Technical Revisions	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that removal of the provisions would not have a negative impact on shareholder rights.									
5	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Yes	Against	Against	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as would further strengthen the company's commitment to the environmental and social goals of the Business Roundtable statement on the purpose of a corporation, where corporations endeavor to benefit all stakeholders, including customers, employees, suppliers, communities and shareholders.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	05/14/2021	Auto-Approved	05/14/2021	12	12
Total Shares:								12	12

Chevron Corporation

Meeting Date: 05/26/2021	Country: USA	Primary Security ID: 166764100	Meeting ID: 1529161
Record Date: 03/29/2021	Meeting Type: Annual	Ticker: CVX	
Primary CUSIP: 166764100	Primary ISIN: US1667641005	Primary SEDOL: 2838555	Proxy Level: 3
	Shares Voted: 215	Votable Shares: 215	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 215

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 Marillyn A. Hewson	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1f	Elect Director Jon M. Huntsman, 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>						
1g	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>						
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 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>						
1j	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>						
1k	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>						
1l	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 5.48 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. The committee discretionarily eliminated NEOs' STI payouts in light of overall financial performance. STI awards are primarily based on objective metrics; however, investors would benefit from disclosure of threshold, target, and maximum goals in order to assess pay and performance linkage. Half of LTI awards depend on multi-year performance, with forward-looking goals disclosed. However, concerns are raised given the program does not cap award vesting for negative TSR performance, particularly as closing-cycle performance shares vested above target during a period of negative shareholder returns. Continued monitoring is warranted in light of these factors, and given that certain updates have been implemented for 2021.</i>						
4	Reduce Scope 3 Emissions	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>						
5	Report on Impacts of Net Zero 2050 Scenario	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the company lags its peers in setting targets aligned with Paris-type goals and is involved in multiple controversies related to climate change. In light of recent market and regulatory developments, shareholders would benefit from an audited report on the financial impacts of IEA's Net Zero 2050 Scenario.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would further strengthen the company's commitment to the environmental and social goals of the Business Roundtable statement on the purpose of a corporation, where corporations endeavor to benefit all stakeholders, including customers, employees, suppliers, communities and shareholders.</i>							
7	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 control would help shareholders better assess the risks and benefits associated with the company's participation in the political process.</i>							
8	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>							
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>							

Ballot Details

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	05/14/2021	Auto-Approved	05/14/2021	215	215
Total Shares:							215	215

Coupa Software Incorporated

Meeting Date: 05/26/2021	Country: USA	Primary Security ID: 22266L106	Meeting ID: 1529664
Record Date: 04/01/2021	Meeting Type: Annual	Ticker: COUP	
Primary CUSIP: 22266L106	Primary ISIN: US22266L1061	Primary SEDOL: BD87XR1	Proxy Level: 3
Shares Voted: 1,003		Votable Shares: 1,003	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 1,003	
Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger Siboni	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 Roger Siboni and Henry Tayloe Stansbury 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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Coupa Software Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.2	Elect Director Tayloe Stansbury	Mgmt	Yes	For	Withhold	Withhold	Withhold		
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.WITHHOLD votes are warranted for director nominees Roger Siboni and Henry Tayloe Stansbury 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 Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
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.									
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 CEO pay increased year-over-year, TSR performance was strong and the committee made positive improvements to the incentive programs. Although individual performance assessments were largely discretionary, STI payouts were primarily based on rigorous financial goals with no upside potential, reflecting an improvement from the prior year. Further, although the relative TSR metric targets merely the index return with no disclosed cap for negative TSR, more than half of the CEO's equity awards were performance-based with multi-year goals, a significant improvement from the prior year's entirely time-vested LTI awards. Continued shareholder monitoring is warranted with respect to the CEO's equity award magnitude.									
Ballot Details									
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	05/05/2021	Auto-Approved	05/05/2021	1,003	1,003
Total Shares:								1,003	1,003

Exxon Mobil Corporation

Meeting Date: 05/26/2021	Country: USA	Primary Security ID: 30231G102	Meeting ID: 1517600
Record Date: 03/29/2021	Meeting Type: Proxy Contest	Ticker: XOM	
Primary CUSIP: 30231G102	Primary ISIN: US30231G1022	Primary SEDOL: 2326618	Proxy Level: 6
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
	Management Proxy (Blue Proxy Card)	Mgmt	No				
1.1	Elect Director Michael J. Angelakis	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
1.2	Elect Director Susan K. Avery	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Angela F. Braly	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.4	Elect Director Ursula M. Burns	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.5	Elect Director Kenneth C. Frazier	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.6	Elect Director Joseph L. Hooley	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.7	Elect Director Steven A. Kandarian	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.8	Elect Director Douglas R. Oberhelman	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.9	Elect Director Samuel J. Palmisano	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.10	Elect Director Jeffrey W. Ubben	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.11	Elect Director Darren W. Woods	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.12	Elect Director Wan Zulkiflee	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
4	Require Independent Board Chair	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
6	Issue Audited Report on Financial Impacts of IEA's Net Zero 2050 Scenario	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
7	Report on Costs and Benefits of Environmental-Related Expenditures	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
8	Report on Political Contributions	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
9	Report on Lobbying Payments and Policy	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
10	Report on Corporate Climate Lobbying Aligned with Paris Agreement	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
	Dissident Proxy (White Proxy Card)	Mgmt	No				
1.1	Elect Director Gregory J. Goff	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has made a compelling case for change. As such, support for dissident nominees Gregory Goff, Kaisa Hietala, and Alexander Karsner is warranted on the dissident (WHITE) card.</i>						
1.2	Elect Director Kaisa Hietala	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has made a compelling case for change. As such, support for dissident nominees Gregory Goff, Kaisa Hietala, and Alexander Karsner is warranted on the dissident (WHITE) card.</i>						
1.3	Elect Director Alexander A. Karsner	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has made a compelling case for change. As such, support for dissident nominees Gregory Goff, Kaisa Hietala, and Alexander Karsner is warranted on the dissident (WHITE) card.</i>						
1.4	Elect Director Anders Runevad	SH	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The dissident has made a compelling case for change. As such, support for dissident nominees Gregory Goff, Kaisa Hietala, and Alexander Karsner is warranted on the dissident (WHITE) card.</i>						
1.5	Management Nominee Michael J. Angelakis	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has made a compelling case for change. As such, support for dissident nominees Gregory Goff, Kaisa Hietala, and Alexander Karsner is warranted on the dissident (WHITE) card.</i>						
1.6	Management Nominee Susan K. Avery	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has made a compelling case for change. As such, support for dissident nominees Gregory Goff, Kaisa Hietala, and Alexander Karsner is warranted on the dissident (WHITE) card.</i>						

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 Institution Account(s): All Institution Accounts

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Management Nominee Angela F. Braly	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has made a compelling case for change. As such, support for dissident nominees Gregory Goff, Kaisa Hietala, and Alexander Karsner is warranted on the dissident (WHITE) card.</i>						
1.8	Management Nominee Ursula M. Burns	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has made a compelling case for change. As such, support for dissident nominees Gregory Goff, Kaisa Hietala, and Alexander Karsner is warranted on the dissident (WHITE) card.</i>						
1.9	Management Nominee Kenneth C. Frazier	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has made a compelling case for change. As such, support for dissident nominees Gregory Goff, Kaisa Hietala, and Alexander Karsner is warranted on the dissident (WHITE) card.</i>						
1.10	Management Nominee Joseph L. Hooley	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has made a compelling case for change. As such, support for dissident nominees Gregory Goff, Kaisa Hietala, and Alexander Karsner is warranted on the dissident (WHITE) card.</i>						
1.11	Management Nominee Jeffrey W. Ubben	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has made a compelling case for change. As such, support for dissident nominees Gregory Goff, Kaisa Hietala, and Alexander Karsner is warranted on the dissident (WHITE) card.</i>						
1.12	Management Nominee Darren W. Woods	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: The dissident has made a compelling case for change. As such, support for dissident nominees Gregory Goff, Kaisa Hietala, and Alexander Karsner is warranted on the dissident (WHITE) card.</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 2.87 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	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. While CEO Woods' pay significantly declined in FY20, disclosure and structural concerns regarding the incentive programs remain. Although the company describes performance accomplishments for FY20 and for the prior 10-year period, bonuses and equity awards remain heavily influenced by compensation committee discretion. While FY20 bonuses were forfeited after the company reported negative earnings for the year, the plan design potentially allows for sizable bonuses next year, if earnings growth begins to rebound. Further, though grants were smaller for FY20, equity awards do not carry performance vesting criteria. Nevertheless, for the year in review, the structural concerns were mitigated by the significant decline in CEO pay, including the forfeited bonuses and smaller awards, and the alignment between pay and performance for the year in review. However, 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	None	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	None	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as lowering the threshold to call special meetings would enhance the rights of 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
6	Issue Audited Report on Financial Impacts of IEA's Net Zero 2050 Scenario	SH	Yes	None	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the company lags its peers in setting targets aligned with Paris-type goals and is involved in multiple controversies related to climate change. In light of the regulatory developments and recent volatility in oil demand and prices, shareholders would benefit from an audited report on the financial impacts of IEA's Net Zero 2050 Scenario.</i>							
7	Report on Costs and Benefits of Environmental-Related Expenditures	SH	Yes	None	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company has justified its investments into operational efficiency and new technologies and the view that money spent on mitigating climate change is simply greenwashing is contrary to the views of a majority of institutional investors.</i>							
8	Report on Political Contributions	SH	Yes	None	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	None	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>							
10	Report on Corporate Climate Lobbying Aligned with Paris Agreement	SH	Yes	None	For	For	For
<i>Voting Policy Rationale: A recommendation 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 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
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/14/2021	Auto-Approved	05/14/2021	87	87
Total Shares:							87	87

Facebook, Inc.

Meeting Date: 05/26/2021	Country: USA	Primary Security ID: 30303M102	Meeting ID: 1530093
Record Date: 04/01/2021	Meeting Type: Annual	Ticker: FB	
Primary CUSIP: 30303M102	Primary ISIN: US30303M1027	Primary SEDOL: B7TL820	Proxy Level: 3
Shares Voted: 2,562	Votable Shares: 2,562	*Shares on Loan: 0	Shares Instructed: 2,562
Total Ballots: 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 Alford	Mgmt	Yes	For	For	For	For

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Facebook, 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 Marc L. Andreessen	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Andrew Houston, 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. 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	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Andrew Houston, 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. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
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: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for incumbent compensation committee members Andrew Houston, 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. 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 16.14 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Amend Non-Employee Director Compensation Policy	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Support for this proposal is not warranted. The proposed update to the director pay program would provide personal security services to the non-employee directors ("NEDs") and related tax gross-ups from time to time, without impacting established NED compensation limits. While the company provides a rationale for providing this perquisite to board members, some investors may view the rationale to be overly broad and insufficiently linked to Facebook's directors in particular so as to warrant a benefit that is not in line with market practice. Further, the company does not provide sufficient details on the potential scope of the associated costs; there is no disclosure of an annual limit or even an estimation on the potential costs of the personal security fees and related tax gross-ups. The proxy does not define "personal security services" and so the extent of such services remains unclear. The proxy also does not disclose whether an independent party assessed the potential costs and the risk factors that may necessitate the unusual director benefit. In addition, Social Advisory Services notes that the company has historically provided sizable security related perquisites to the CEO and NEO Sandberg, at a magnitude which is considered extraordinary, including for the year in review. While the security concerns of the NEDs as presented in the proxy are acknowledged, given the proposal's limited disclosure, a lack of shareholder friendly guardrails such as caps, reasonable estimations, or third-party assessments, support for this proposal is not warranted.</i>							

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Facebook, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
<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 the importance of having an independent chairman of the board. 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.</i>							
6	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>							
7	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>							
8	Report on Platform Misuse	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, because an assessment from the board of how to reduce the platform's amplification of false and divisive information could help provide shareholders with valuable information on how well the company is assessing and mitigating content-related controversies.</i>							
9	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as would further strengthen the company's commitment to the environmental and social goals of the Business Roundtable statement on the purpose of a corporation, where corporations endeavor to benefit all stakeholders, including customers, employees, suppliers, communities and 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
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/13/2021	Auto-Approved	05/13/2021	2,562	2,562
Total Shares:							2,562	2,562

Illumina, Inc.

Meeting Date: 05/26/2021	Country: USA	Primary Security ID: 452327109	Meeting ID: 1533628
Record Date: 03/31/2021	Meeting Type: Annual	Ticker: ILMN	
Primary CUSIP: 452327109	Primary ISIN: US4523271090	Primary SEDOL: 2613990	Proxy Level: 3

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

Illumina, Inc.

Shares Voted: 1,045 **Votable Shares:** 1,045 ***Shares on Loan:** 0 **Shares Instructed:** 1,045
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 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>							
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 Gary S. Guthart	Mgmt	Yes	For	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 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>							
1F	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>							
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 CEO pay and company performance are reasonably aligned at this time. While some shareholder concern may be warranted regarding the adjustments made to the annual and long-term incentive performance targets, annual incentives were earned below target and maximum payouts for the PSU grants were reduced. Additionally, the company provides an adequate level of disclosure regarding its rationale for these adjustments and the majority of pay remains conditioned on objective financial 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
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	04/23/2021	Auto-Approved	04/26/2021	1,045	1,045
Total Shares:							1,045	1,045

LivePerson, Inc.

Meeting Date: 05/26/2021 **Country:** USA **Primary Security ID:** 538146101 **Meeting ID:** 1538376
Record Date: 04/19/2021 **Meeting Type:** Annual **Ticker:** LPSN
Primary CUSIP: 538146101 **Primary ISIN:** US5381461012 **Primary SEDOL:** 2577052 **Proxy Level:** 3

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

LivePerson, Inc.

Shares Voted: 2,442 **Votable Shares:** 2,442 ***Shares on Loan:** 0 **Shares Instructed:** 2,442
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kevin C. Lavan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director Robert P. LoCascio	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Ratify BDO USA, 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 a concern is 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/05/2021	Auto-Approved	05/05/2021	2,442	2,442
Total Shares:							2,442	2,442

Marathon Oil Corporation

Meeting Date: 05/26/2021 **Country:** USA **Primary Security ID:** 565849106 **Meeting ID:** 1530030
Record Date: 03/29/2021 **Meeting Type:** Annual **Ticker:** MRO

Primary CUSIP: 565849106 **Primary ISIN:** US5658491064 **Primary SEDOL:** 2910970 **Proxy Level:** 3

Shares Voted: 4,102 **Votable Shares:** 4,102 ***Shares on Loan:** 0 **Shares Instructed:** 4,102
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 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>						
1b	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>						

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Marathon Oil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	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>							
1d	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>							
1e	Elect Director Holli C. Ladhani	Mgmt	Yes	For	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 Brent J. Smolik	Mgmt	Yes	For	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 5.85 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. While the committee applied discretion to the annual incentive payouts, the rationale and the magnitude of the adjustment appear 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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/05/2021	Auto-Approved	05/05/2021	3,972	3,972
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/05/2021	Auto-Approved	05/05/2021	130	130
Total Shares:							4,102	4,102

Molson Coors Beverage Company

Meeting Date: 05/26/2021	Country: USA	Primary Security ID: 60871R209	Meeting ID: 1529152
Record Date: 04/01/2021	Meeting Type: Annual	Ticker: TAP	
Primary CUSIP: 60871R209	Primary ISIN: US60871R2094	Primary SEDOL: B067BM3	Proxy Level: 3

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Molson Coors Beverage Company

Shares Voted: 21 **Votable Shares:** 21 ***Shares on Loan:** 0 **Shares Instructed:** 21
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger G. Eaton	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: 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: 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: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: 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>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/14/2021	Auto-Approved	05/14/2021	21	21
Total Shares:							21	21

New York Community Bancorp, Inc.

Meeting Date: 05/26/2021 **Country:** USA **Primary Security ID:** 649445103 **Meeting ID:** 1533588
Record Date: 04/01/2021 **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 Thomas R. Cangemi	Mgmt	Yes	For	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 Hanif "Wally" Dahya	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 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
1c	Elect Director James J. O'Donovan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
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 2.35 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 some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>							
5	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	05/06/2021	Auto-Approved	05/06/2021	737	737
Total Shares:							737	737

NXP Semiconductors N.V.

Meeting Date: 05/26/2021	Country: Netherlands	Primary Security ID: N6596X109	Meeting ID: 1527155
Record Date: 04/28/2021	Meeting Type: Annual	Ticker: NXPI	
Primary CUSIP: N6596X109	Primary ISIN: NL0009538784	Primary SEDOL: B505PN7	Proxy Level: N/A
	Shares Voted: 92	Votable Shares: 92	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 92

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
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>							
2	Approve Discharge of Board Members	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
3a	Reelect Kurt Sievers as Executive Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
3b	Reelect Peter Bonfield as Non-Executive Director	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Peter Bonfield, Lena Olving, Peter Smitham, and Karl-Henrik Sundstrom due to limited responsiveness to last year's failed say-on-pay vote. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
3c	Elect Annette Clayton as Non-Executive Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
3d	Elect Anthony Foxx as Non-Executive Director	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
3e	Reelect Kenneth A. Goldman as Non-Executive Director	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
3f	Reelect Josef Kaeser as Non-Executive Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
3g	Reelect Lena Olving as Non-Executive Director	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. WITHHOLD votes are warranted for compensation committee members Peter Bonfield, Lena Olving, Peter Smitham, and Karl-Henrik Sundstrom due to limited responsiveness to last year's failed say-on-pay vote. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
3h	Reelect Peter Smitham as Non-Executive Director	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Peter Bonfield, Lena Olving, Peter Smitham, and Karl-Henrik Sundstrom due to limited responsiveness to last year's failed say-on-pay vote. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
3i	Reelect Julie Southern as Non-Executive Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
3j	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
3k	Reelect Gregory L. Summe as Non-Executive Director	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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: 07/01/2020 to 06/30/2021
 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
31	Reelect Karl-Henrik Sundström as Non-Executive Director	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. WITHHOLD votes are warranted for compensation committee members Peter Bonfield, Lena Olving, Peter Smitham, and Karl-Henrik Sundstrom due to limited responsiveness to last year's failed say-on-pay vote. There is gender and racial diversity on the board. There is at least 30 percent diversity.</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 Share Repurchase Program	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted. This proposal is in line with commonly used safeguards regarding volume and pricing, would allow the company to repurchase up to 10 percent of the issued share capital, and would allow the company to repurchase shares for 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	Approve Remuneration of the Non Executive Members of the Board	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i>							
9	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 certain outsized equity awards granted in FY18 to the company's former CEO, total CEO pay has since normalized. In addition, while performance was measured over two six-month periods, STI payouts were based on rigorous financial goals and no payout was made in FY20 due to below threshold performance. Under the LTI program, the relative TSR metric targets merely median performance; however, the payouts are capped at target for negative TSR performance and the majority of the equity awards were performance-based with clearly disclosed multi-year goals. However, following last year's failed say-on-pay vote, the compensation committee did not adequately respond to shareholder concerns. While the company engaged with shareholders, disclosed their specific concerns regarding the pay programs, and disclosed certain pay decisions related to those concerns, the committee did not make any significant pay program changes or commitments in response to shareholders' concerns. Given the significant level of opposition to last year's say-on-pay proposal, shareholders would expect concrete actions and/or commitments taken in response to shareholders' expressed concerns and the ultimate say-on-pay vote result.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/13/2021	Auto-Approved	05/13/2021	92	92
Total Shares:							92	92

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ONEOK, Inc.

Meeting Date: 05/26/2021	Country: USA	Primary Security ID: 682680103	Meeting ID: 1528336
Record Date: 03/29/2021	Meeting Type: Annual	Ticker: OKE	
Primary CUSIP: 682680103	Primary ISIN: US6826801036	Primary SEDOL: 2130109	Proxy Level: 3
	Shares Voted: 366	Votable Shares: 366	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 366

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	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 Julie H. 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>						
1.3	Elect Director John W. Gibson	Mgmt	Yes	For	For	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 W. Helderman	Mgmt	Yes	For	For	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 Randall J. Larson	Mgmt	Yes	For	For	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 J. 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>						
1.7	Elect Director Jim W. Mogg	Mgmt	Yes	For	For	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 Pattye L. 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>						
1.9	Elect Director Eduardo A. Rodriguez	Mgmt	Yes	For	For	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 Gerald B. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Terry K. Spencer	Mgmt	Yes	For	For	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 5.32 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
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. While the committee applied discretion to the annual incentive payouts, the rationale and the magnitude of the adjustment appear 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
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/06/2021	Auto-Approved	05/06/2021	366	366
Total Shares:								366	366

Shopify Inc.

Meeting Date: 05/26/2021	Country: Canada	Primary Security ID: 82509L107	Meeting ID: 1519418
Record Date: 04/13/2021	Meeting Type: Annual/Special	Ticker: SHOP	
Primary CUSIP: 82509L107	Primary ISIN: CA82509L1076	Primary SEDOL: BXDZ9Z0	Proxy Level: 3
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
	Meeting for Class A Subordinate Voting and Class B Multiple Voting Shareholders	Mgmt	No				
1A	Elect Director Tobias Luetke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Colleen Johnston, Jeremy Levine and John Phillips for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.</i>							
1B	Elect Director Robert Ashe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Colleen Johnston, Jeremy Levine and John Phillips for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.</i>							
1C	Elect Director Gail Goodman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Colleen Johnston, Jeremy Levine and John Phillips for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.</i>							
1D	Elect Director Colleen Johnston	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Colleen Johnston, Jeremy Levine and John Phillips for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.</i>							
1E	Elect Director Jeremy Levine	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Colleen Johnston, Jeremy Levine and John Phillips for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.</i>							

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 Location(s): Unitarian Universalist Association
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Shopify Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1F	Elect Director John Phillips	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Colleen Johnston, Jeremy Levine and John Phillips for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.</i>							
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
3	Re-approve Stock Option Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this stock option plan due to the following key factor(s):- The plan provides for discretionary non-employee director participation;- The plan's detailed amendment provision does not sufficiently limit the board's ability to amend the plan without shareholder approval;- The plan's estimated cost is excessive;- The company's potential dilution from equity plans is excessive;- The plan contains a problematic change-in-control provision;- The CEO's compensation package does not include performance-based equity;- The company has not adopted a clawback provision applicable to equity awards.</i>							
4	Re-approve Long Term Incentive Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this full-value award plan due to the following key factor(s):- The plan provides for discretionary non-employee director participation;- The plan's estimated cost is excessive;- The company's potential dilution from equity plans is excessive;- The plan contains a problematic change-in-control provision;- The CEO's compensation package does not include performance-based equity;- The company has not adopted a clawback provision applicable to equity awards.</i>							
5	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: While a vote FOR this non-binding advisory vote is warranted, various problematic pay practices have been evidenced including a stock option grant of US\$15M to the CEO, lack of certain risk mitigating practices, and a single trigger CIC agreement. As a result, the problematic pay practices concern level has been elevated to a Medium.</i>							

Ballot Details

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	05/14/2021	Auto-Approved	05/14/2021	318	318
Total Shares:							318	318

Sprout Social, Inc.

Meeting Date: 05/26/2021	Country: USA	Primary Security ID: 85209W109	Meeting ID: 1529756
Record Date: 03/30/2021	Meeting Type: Annual	Ticker: SPT	
Primary CUSIP: 85209W109	Primary ISIN: US85209W1099	Primary SEDOL: BKTNTS0	Proxy Level: 1

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

Sprout Social, Inc.

Shares Voted: 1,513 **Votable Shares:** 1,513 ***Shares on Loan:** 0 **Shares Instructed:** 1,513
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 Justyn Howard	Mgmt	Yes	For	Withhold	Withhold	Withhold		
Voting Policy Rationale: The board does not include at least one minority director.WITHHOLD votes are warranted for incumbent director nominee Justyn Howard given the board's failure to remove, or subject to a sunset requirement, the classified board structure 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.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	05/14/2021	Auto-Approved	05/14/2021	1,513	1,513
Total Shares:							1,513	1,513	

Stericycle, Inc.

Meeting Date: 05/26/2021 **Country:** USA **Primary Security ID:** 858912108 **Meeting ID:** 1532367
Record Date: 03/31/2021 **Meeting Type:** Annual **Ticker:** SRCL
Primary CUSIP: 858912108 **Primary ISIN:** US8589121081 **Primary SEDOL:** 2860826 **Proxy Level:** 3
Shares Voted: 240 **Votable Shares:** 240 ***Shares on Loan:** 0 **Shares Instructed:** 240
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert S. Murley	Mgmt	Yes	For	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 Cindy J. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Brian P. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Lynn D. Bleil	Mgmt	Yes	For	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 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Stericycle, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director J. Joel Hackney, 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>						
1g	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>						
1h	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>						
1i	Elect Director James J. Martell	Mgmt	Yes	For	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 Kay G. Priestly	Mgmt	Yes	For	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 L. Welch	Mgmt	Yes	For	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 Mike S. Zafirovski	Mgmt	Yes	For	For	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>						
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 2.01 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. 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>						
6	Amend Compensation Clawback Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company substantially implemented most of the provisions requested by the proponent following the majority-supported proposal at last year's annual meeting, this proposal requests the company incorporate the remainder of the proponent's requests. The addition of reputational risk as a potential triggering event would allow the board more flexibility in determining the necessity of a clawback. Further, disclosure of situations where the board considered, but ultimately decided against recoupment, would provide shareholders with more information regarding the committee's application of the policy.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Stericycle, 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	05/10/2021	Auto-Approved	05/10/2021	240	240
Total Shares:							240	240

Surgery Partners, Inc.

Meeting Date: 05/26/2021 **Country:** USA **Primary Security ID:** 86881A100 **Meeting ID:** 1533070
Record Date: 04/08/2021 **Meeting Type:** Annual **Ticker:** SGRY

Primary CUSIP: 86881A100 **Primary ISIN:** US86881A1007 **Primary SEDOL:** BYTC1B2 **Proxy Level:** 3

Shares Voted: 2,632 **Votable Shares:** 2,632 ***Shares on Loan:** 0 **Shares Instructed:** 2,632

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Clifford G. Adlerz	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. WITHHOLD votes are warranted for non-independent director nominees Jason Eric Evans, Clifford Adlerz, Blair Hendrix, and Andrew Kaplan for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. WITHHOLD votes are further warranted for incumbent director nominees Jason Eric Evans, Clifford Adlerz, and Andrew Kaplan given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>							
1.2	Elect Director J. Eric Evans	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. WITHHOLD votes are warranted for non-independent director nominees Jason Eric Evans, Clifford Adlerz, Blair Hendrix, and Andrew Kaplan for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. WITHHOLD votes are further warranted for incumbent director nominees Jason Eric Evans, Clifford Adlerz, and Andrew Kaplan given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>							
1.3	Elect Director Andrew T. Kaplan	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 non-independent and sits on a key committee. WITHHOLD votes are warranted for non-independent director nominees Jason Eric Evans, Clifford Adlerz, Blair Hendrix, and Andrew Kaplan for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. WITHHOLD votes are further warranted for incumbent director nominees Jason Eric Evans, Clifford Adlerz, and Andrew Kaplan given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>							

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Surgery Partners, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Blair E. Hendrix	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. WITHHOLD votes are warranted for non-independent director nominees Jason Eric Evans, Clifford Adlerz, Blair Hendrix, and Andrew Kaplan for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. WITHHOLD votes are further warranted for incumbent director nominees Jason Eric Evans, Clifford Adlerz, and Andrew Kaplan given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote cautionary vote FOR this proposal is warranted. Although annual incentive payouts were based on lowered goals and PSUs were deemed earned despite not meeting the performance threshold, concerns are somewhat mitigated as both are earned at the original target levels.</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	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;- The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered 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	05/10/2021	Auto-Approved	05/10/2021	2,632	2,632
Total Shares:							2,632	2,632

The Southern Company

Meeting Date: 05/26/2021	Country: USA	Primary Security ID: 842587107	Meeting ID: 1530878
Record Date: 03/29/2021	Meeting Type: Annual	Ticker: SO	
Primary CUSIP: 842587107	Primary ISIN: US8425871071	Primary SEDOL: 2829601	Proxy Level: 3
	Shares Voted: 3,566	Votable Shares: 3,566	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 3,566	

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	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 Southern Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Juanita Powell Baranco	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Henry A. Clark, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director 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>						
1e	Elect Director Thomas A. Fanning	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director David J. Grain	Mgmt	Yes	For	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 Colette D. Honorable	Mgmt	Yes	For	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 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>						
1i	Elect Director John D. 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>						
1j	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>						
1k	Elect Director Ernest J. Moniz	Mgmt	Yes	For	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 G. 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>						
1m	Elect Director E. Jenner Wood, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of the CEO's pay is conditioned on objective performance metrics, and the compensation committee used its discretion to decrease the CEO's awards under both the annual incentive plan and the recently completed long-term incentive plan during 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>						

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The Southern Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	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.									
5	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 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	04/29/2021	Auto-Approved	04/29/2021	3,566	3,566
Total Shares:							3,566	3,566	

United Airlines Holdings, Inc.

Meeting Date: 05/26/2021	Country: USA	Primary Security ID: 910047109	Meeting ID: 1533071
Record Date: 04/07/2021	Meeting Type: Annual	Ticker: UAL	
Primary CUSIP: 910047109	Primary ISIN: US9100471096	Primary SEDOL: B4QG225	Proxy Level: 4
Shares Voted: 188	Votable Shares: 188	*Shares on Loan: 0	Shares Instructed: 188
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
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 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
1g	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>						
1h	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>						
1i	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>						
1j	Elect Director Laysha Ward	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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 2.63 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, but with caution. Current CEO pay and performance are reasonably aligned. That being said, incentive program structure and payouts have been significantly impacted by the ongoing global pandemic, and there is some concern raised regarding planned changes for FY21. While acknowledging that compensation actions and aggregate awards are limited due to CARES Act restrictions, granted equity for FY21 will be entirely time-based and subject to a shorter two-year vesting schedule and NEOs will receive additional long-term cash opportunities.</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	Approve 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>						
6	Approve Tax Benefits Preservation Plan	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 as they relate to this proposal.</i>						
7	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 concerning United's political contributions 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>						
8	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

United Airlines Holdings, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/20/2021	Auto-Approved	05/20/2021	188	188
Total Shares:							188	188

Welltower Inc.

Meeting Date: 05/26/2021	Country: USA	Primary Security ID: 95040Q104	Meeting ID: 1533343
Record Date: 03/30/2021	Meeting Type: Annual	Ticker: WELL	
Primary CUSIP: 95040Q104	Primary ISIN: US95040Q1040	Primary SEDOL: BYVYHH4	Proxy Level: 3
	Shares Voted: 1,298	Votable Shares: 1,298	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,298

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 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>						
1c	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>						
1d	Elect Director Philip L. Hawkins	Mgmt	Yes	For	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 G. 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>						
1f	Elect Director Shankh Mitra	Mgmt	Yes	For	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 Ade J. 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>						
1h	Elect Director Diana W. Reid	Mgmt	Yes	For	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 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>						

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Welltower Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	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>							
1k	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 Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 12.03 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. Annual incentives are primarily based on pre-set financial metrics, and the mid-year pandemic-related adjustments were accompanied by a reduction in target payouts. Long-term incentives are majority performance-based and measured over a multi-year period. Shareholders should continue to monitor the company's use of perquisites and associated tax gross-ups.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/12/2021	Auto-Approved	05/12/2021	1,298	1,298
Total Shares:							1,298	1,298

APA Corp.

Meeting Date: 05/27/2021	Country: USA	Primary Security ID: 03743Q108	Meeting ID: 1531432
Record Date: 03/29/2021	Meeting Type: Annual	Ticker: APA	
Primary CUSIP: 03743Q108	Primary ISIN: US03743Q1085	Primary SEDOL: BNNF1C1	Proxy Level: 3
	Shares Voted: 380	Votable Shares: 380	*Shares on Loan: 0
			Shares Instructed: 380
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 Annell R. Bay	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Elect Director John J. Christmann, IV	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3	Elect Director Juliet S. Ellis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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APA Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 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>							
6	Elect Director H. Lamar McKay	Mgmt	Yes	For	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 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 7.05 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 some concern is raised regarding the COVID-related STI modifications coupled with above-target payouts, the proxy states that the awards would have been earned above target without the changes. Additionally, the STI program is simplified (absent the COVID-related modifications for FY20) with a decline in the number of metrics and an increased emphasis on quantitative goals. Under the LTI program, the relative TSR metric effectively targets median performance and the proxy lacks disclosure surrounding one of the forward-looking goals and the closing cycle awards' actual performance. However, the relative TSR vesting is capped at target for negative TSR, the majority of the equity awards are performance-based with multi-year goals, and the LTI payouts for the most recent cycle were aligned with lagging TSR performance. Given the above-target STI payouts amid lagging company performance and lack of goal disclosure under the LTI, continued shareholder monitoring is warranted.</i>							
13	Amend Charter to Remove the Pass-Through Voting Provision	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders will still have the right to vote on matters relating the company, and the amendment will update the company's governing documents to be in line with those of most other holding companies.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/03/2021	Auto-Approved	05/04/2021	380	380
Total Shares:							380	380

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

APA Corp.

Axon Enterprise, Inc.

Meeting Date: 05/27/2021	Country: USA	Primary Security ID: 05464C101	Meeting ID: 1530856
Record Date: 03/31/2021	Meeting Type: Annual	Ticker: AXON	
Primary CUSIP: 05464C101	Primary ISIN: US05464C1018	Primary SEDOL: BDT5S35	Proxy Level: 3
	Shares Voted: 853	Votable Shares: 853	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 853

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard H. Carmona	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 incumbent director nominees Richard Carmona, Julie Cullivan, and Caitlin Kalinowski for the board's failure to adequately respond to the majority supported board declassification proposal submitted at last year's annual meeting. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Julie Cullivan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Richard Carmona, Julie Cullivan, and Caitlin Kalinowski for the board's failure to adequately respond to the majority supported board declassification proposal submitted at last year's annual meeting. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Caitlin Kalinowski	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Richard Carmona, Julie Cullivan, and Caitlin Kalinowski for the board's failure to adequately respond to the majority supported board declassification proposal submitted at last year's annual meeting. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted. CEO pay increased in FY20 due to an adjustment made to a prior equity grant. The company provided supplemental disclosure detailing the magnitude of the adjustment, the metric that was impacted, and provided a line-by-line reconciliation to GAAP. The CEO will not receive an annual bonus nor additional equity grants until 2028, due to the large, front-loaded grant he received in FY18. However, investors should continue to monitor pay at the company as tranches of the front-loaded grant are expected to begin vesting in 2021.</i>						
3	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>						
4	Approve the Increase in the Maximum Number of Directors from Nine to Eleven	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the requested increase appears to be appropriate for a company of this size, and there is no evidence suggesting that the proposal is an attempt to entrench current management.</i>						
5	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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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Axon Enterprise, 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	05/21/2021	Auto-Approved	05/21/2021	853	853
Total Shares:							853	853

Flowers Foods, Inc.

Meeting Date: 05/27/2021 Country: USA Primary Security ID: 343498101 Meeting ID: 1531434
 Record Date: 03/23/2021 Meeting Type: Annual Ticker: FLO

Primary CUSIP: 343498101 Primary ISIN: US3434981011 Primary SEDOL: 2744243 Proxy Level: 3

Shares Voted: 1,364 Votable Shares: 1,364 *Shares on Loan: 0 Shares Instructed: 1,364
 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 Edward J. Casey, 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 Thomas C. Chubb, 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.							
1d	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.							
1e	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.							
1f	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.							
1g	Elect Director W. Jameson McFadden	Mgmt	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 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.							
1i	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.							
1j	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.							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1k	Elect Director Terry S. 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>							
1l	Elect Director C. Martin Wood, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 15.03 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on Political Contributions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as disclosure concerning Flowers Foods' political contributions and memberships in trade associations would help shareholders assess the company'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	05/17/2021	Auto-Approved	05/17/2021	1,364	1,364
Total Shares:							1,364	1,364

PBF Energy Inc.

Meeting Date: 05/27/2021	Country: USA	Primary Security ID: 69318G106	Meeting ID: 1529733
Record Date: 03/29/2021	Meeting Type: Annual	Ticker: PBF	
Primary CUSIP: 69318G106	Primary ISIN: US69318G1067	Primary SEDOL: B7F4TJ7	Proxy Level: 3
Shares Voted: 1,410	Votable Shares: 1,410	*Shares on Loan: 0	Shares Instructed: 1,410
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

PBF Energy Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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>							
1g	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>							
1h	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>							
1i	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 6.15 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. While the bonus program continues to incorporate discretion, no awards were paid in FY20 when the financial threshold was not met and the committee disclosed that discretion will be limited. Further, long-term incentives were more than half performance-based, by value, and the overall target value of the CEO's equity awards was significantly reduced from the prior 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/13/2021	Auto-Approved	05/13/2021	1,410	1,410
Total Shares:							1,410	1,410

Quanta Services, Inc.

Meeting Date: 05/27/2021	Country: USA	Primary Security ID: 74762E102	Meeting ID: 1533389
Record Date: 03/31/2021	Meeting Type: Annual	Ticker: PWR	
Primary CUSIP: 74762E102	Primary ISIN: US74762E1029	Primary SEDOL: 2150204	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Quanta Services, Inc.

Shares Voted: 1,327 **Votable Shares:** 1,327 ***Shares on Loan:** 0 **Shares Instructed:** 1,327
Total Ballots: 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>							
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 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>							
1.4	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>							
1.5	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>							
1.6	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>							
1.7	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>							
1.8	Elect Director Pat Wood, 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>							
1.9	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 Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.88 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	05/13/2021	Auto-Approved	05/13/2021	1,327	1,327
Total Shares:							1,327	1,327

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Quanta Services, Inc.

SM Energy Company

Meeting Date: 05/27/2021	Country: USA	Primary Security ID: 78454L100	Meeting ID: 1533341
Record Date: 04/01/2021	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
	<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 Stephen R. Brand	Mgmt	Yes	For	For	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 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>						
1.4	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>						
1.5	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>						
1.6	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>						
1.7	Elect Director Herbert S. Vogel	Mgmt	Yes	For	For	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 1.45 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code</i>						

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

SM Energy 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	05/07/2021	Auto-Approved	05/07/2021	829	829
Total Shares:							829	829

Transocean Ltd.

Meeting Date: 05/27/2021 **Country:** Switzerland **Primary Security ID:** H8817H100 **Meeting ID:** 1528694
Record Date: 05/10/2021 **Meeting Type:** Annual **Ticker:** RIG

Primary CUSIP: H8817H100 **Primary ISIN:** CH0048265513 **Primary SEDOL:** B3KFWW1 **Proxy Level:** N/A

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote 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>							
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 2020	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 with Partial Exclusion of 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	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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. Mohr	Mgmt	Yes	For	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 Margareth Ovrum	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5J	Elect Director Diane de Saint 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>						
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>						
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. There is gender and racial diversity on the board. There is at least 30 percent diversity.</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 Vanessa C.L. Chang 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 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>						
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 a lack of concerns.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
9	Appointment Of Ernst & Young LLP as Independent Registered Public Accounting Firm for Fiscal Year 2021 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 2021 and 2022 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 2022 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>							
12	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	05/14/2021	Auto-Approved	05/14/2021	828	828
Total Shares:							828	828

Voya Financial, Inc.

Meeting Date: 05/27/2021	Country: USA	Primary Security ID: 929089100	Meeting ID: 1531659
Record Date: 03/30/2021	Meeting Type: Annual	Ticker: VOYA	
Primary CUSIP: 929089100	Primary ISIN: US9290891004	Primary SEDOL: BKWQ2N2	Proxy Level: 3
Total Ballots: 1	Shares Voted: 632	Votable Shares: 632	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 632

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Yvette S. Butler	Mgmt	Yes	For	For	For	For

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Reporting Period: 07/01/2020 to 06/30/2021
 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
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Jane P. Chwick	Mgmt	Yes	For	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 Kathleen DeRose	Mgmt	Yes	For	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 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>							
1e	Elect Director Aylwin B. Lewis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Rodney O. Martin, 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>							
1g	Elect Director Byron H. Pollitt, 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 Joseph V. Tripodi	Mgmt	Yes	For	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 Zwiener	Mgmt	Yes	For	For	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. Annual incentives are largely based on financial metrics and the long-term incentive program is majority performance based. In addition, performance equity awards are measured over a multi-year performance period.</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 9.66 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	05/14/2021	Auto-Approved	05/14/2021	632	632
Total Shares:							632	632

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

WESCO International, Inc.

Meeting Date: 05/27/2021	Country: USA	Primary Security ID: 95082P105	Meeting ID: 1530948
Record Date: 04/01/2021	Meeting Type: Annual	Ticker: WCC	
Primary CUSIP: 95082P105	Primary ISIN: US95082P1057	Primary SEDOL: 2416973	Proxy Level: 3
	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
1.1	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	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 1.69 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

WESCO 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	05/12/2021	Auto-Approved	05/12/2021	75	75
Total Shares:							75	75

White Mountains Insurance Group, Ltd.

Meeting Date: 05/27/2021 Country: Bermuda Primary Security ID: G9618E107 Meeting ID: 1528664
 Record Date: 04/01/2021 Meeting Type: Annual Ticker: WTM

Primary CUSIP: G9618E107 Primary ISIN: BMG9618E1075 Primary SEDOL: 2339252 Proxy Level: N/A

Shares Voted: 38 Votable Shares: 38 *Shares on Loan: 0 Shares Instructed: 38

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Margaret Dillon	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 Philip A. Gelston	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 14.13 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	05/06/2021	Auto-Approved	05/06/2021	38	38
Total Shares:							38	38

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Wingstop Inc.

Meeting Date: 05/27/2021	Country: USA	Primary Security ID: 974155103	Meeting ID: 1533684
Record Date: 03/29/2021	Meeting Type: Annual	Ticker: WING	
Primary CUSIP: 974155103	Primary ISIN: US9741551033	Primary SEDOL: BYYXHN4	Proxy Level: 3
	Shares Voted: 763	Votable Shares: 763	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 763

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles R. Morrison	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Charles (Charlie) Morrison, Kate Lavelle, and Kilandigalu (Kay) Madati 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. WITHHOLD votes are further warranted for compensation committee member Kilandigalu (Kay) Madati due to poor responsiveness to the low vote result of last year's say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Kate S. Lavelle	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Charles (Charlie) Morrison, Kate Lavelle, and Kilandigalu (Kay) Madati 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. WITHHOLD votes are further warranted for compensation committee member Kilandigalu (Kay) Madati due to poor responsiveness to the low vote result of last year's say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Kilandigalu (Kay) M. Madati	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Charles (Charlie) Morrison, Kate Lavelle, and Kilandigalu (Kay) Madati 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. WITHHOLD votes are further warranted for compensation committee member Kilandigalu (Kay) Madati due to poor responsiveness to the low vote result of last year's say-on-pay proposal. 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 2.02 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 compensation committee demonstrated poor responsiveness following last year's low say-on-pay vote result.</i>							

Ballot Details

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	05/13/2021	Auto-Approved	05/13/2021	763	763
Total Shares:							763	763

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Wintrust Financial Corporation

Meeting Date: 05/27/2021	Country: USA	Primary Security ID: 97650W108	Meeting ID: 1529292
Record Date: 04/01/2021	Meeting Type: Annual	Ticker: WTFC	
Primary CUSIP: 97650W108	Primary ISIN: US97650W1080	Primary SEDOL: 2425258	Proxy Level: 3
	Shares Voted: 339	Votable Shares: 339	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 339

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 Suzet M. McKinney	Mgmt	Yes	For	For	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 Gary D. "Joe" 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>						
1.10	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>						
1.11	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>						
1.12	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: 07/01/2020 to 06/30/2021
 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	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</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 21.91 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	05/07/2021	Auto-Approved	05/07/2021	339	339
Total Shares:							339	339

Medallia, Inc.

Meeting Date: 05/28/2021	Country: USA	Primary Security ID: 584021109	Meeting ID: 1531633
Record Date: 03/31/2021	Meeting Type: Annual	Ticker: MDLA	
Primary CUSIP: 584021109	Primary ISIN: US5840211099	Primary SEDOL: BJD8X87	Proxy Level: 3
	Shares Voted: 2,987	Votable Shares: 2,987	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,987	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leslie J. Kilgore	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent director nominees Leslie Kilgore, Stanley Meresman, and Steven Walske 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. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Stanley J. Meresman	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent director nominees Leslie Kilgore, Stanley Meresman, and Steven Walske 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. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Medallia, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Steven C. Walske	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent director nominees Leslie Kilgore, Stanley Meresman, and Steven Walske 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. 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 and no significant concerns were identified 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/05/2021	Auto-Approved	05/05/2021	2,987	2,987
Total Shares:							2,987	2,987

Old Republic International Corporation

Meeting Date: 05/28/2021	Country: USA	Primary Security ID: 680223104	Meeting ID: 1525633
Record Date: 03/29/2021	Meeting Type: Annual	Ticker: ORI	
Primary CUSIP: 680223104	Primary ISIN: US6802231042	Primary SEDOL: 2659109	Proxy Level: 3
Shares Voted: 4,252	Votable Shares: 4,252	*Shares on Loan: 0	Shares Instructed: 4,252
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael D. Kennedy	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for all incumbent director nominees for maintaining a long-term poison pill that has not been ratified by shareholders. WITHHOLD votes are further warranted for incumbent director nominees Spencer LeRoy III, Peter McNitt, and Steven Walker due to an ongoing lack of responsiveness to shareholders' concerns.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Old Republic International Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Spencer LeRoy, III	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for all incumbent director nominees for maintaining a long-term poison pill that has not been ratified by shareholders. WITHHOLD votes are further warranted for incumbent director nominees Spencer LeRoy III, Peter McNitt, and Steven Walker due to an ongoing lack of responsiveness to shareholders' concerns.</i>							
1.3	Elect Director Peter B. McNitt	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for all incumbent director nominees for maintaining a long-term poison pill that has not been ratified by shareholders. WITHHOLD votes are further warranted for incumbent director nominees Spencer LeRoy III, Peter McNitt, and Steven Walker due to an ongoing lack of responsiveness to shareholders' concerns.</i>							
1.4	Elect Director Steven R. Walker	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for all incumbent director nominees for maintaining a long-term poison pill that has not been ratified by shareholders. WITHHOLD votes are further warranted for incumbent director nominees Spencer LeRoy III, Peter McNitt, and Steven Walker due to an ongoing lack of responsiveness to shareholders' concerns.</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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/12/2021	Auto-Approved	05/12/2021	4,252	4,252
Total Shares:							4,252	4,252

Yum China Holdings, Inc.

Meeting Date: 05/28/2021	Country: USA	Primary Security ID: 98850P109	Meeting ID: 1527491
Record Date: 03/29/2021	Meeting Type: Annual	Ticker: YUMC	
Primary CUSIP: 98850P109	Primary ISIN: US98850P1093	Primary SEDOL: BYW4289	Proxy Level: 3
	Shares Voted: 455	Votable Shares: 455	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 455	

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

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Reporting Period: 07/01/2020 to 06/30/2021
 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
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Edouard Etteguie	Mgmt	Yes	For	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 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>							
1f	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>							
1g	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>							
1h	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>							
1i	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>							
1j	Elect Director Min (Jenny) Zhang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	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>							
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. Additional metrics were added, and group weightings changed in response to the COVID-19 pandemic, but the program is largely based on pre-set goals. Most of the regular long-term equity awards and all the supplemental performance share units awarded in FY20 were performance-conditioned. Moreover, these performance shares are measured over multi-year periods.</i>							
4	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 shareholders' rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Yum China Holdings, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/17/2021	Auto-Approved	05/17/2021	455	455
Total Shares:							455	455

Arista Networks, Inc.

Meeting Date: 06/01/2021 Country: USA Primary Security ID: 040413106 Meeting ID: 1535617
 Record Date: 04/08/2021 Meeting Type: Annual Ticker: ANET

Primary CUSIP: 040413106 Primary ISIN: US0404131064 Primary SEDOL: BN33VM5 Proxy Level: 3

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
1.1	Elect Director Kelly Battles	Mgmt	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 Andreas Bechtolsheim	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Andreas Bechtolsheim and Jayshree Ullal 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.							
1.3	Elect Director Jayshree Ullal	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Andreas Bechtolsheim and Jayshree Ullal 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.							
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 remain reasonably aligned at this time. While some concerns remain regarding the lack of weighted and disclosed targets under the annual incentive plan, as well as the duplicative one-year metrics used under both the annual and long-term incentive plans, these concerns have not resulted in a misalignment between pay and performance. The CEO annual incentive award was not paid for the second year in a row and the CEO's PRSU grant was awarded well below target.							
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 13.81 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	04/27/2021	Auto-Approved	04/29/2021	15	15

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
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Arista Networks, Inc.

Total Shares: 15 15

Avangrid, Inc.

Meeting Date: 06/01/2021	Country: USA	Primary Security ID: 05351W103	Meeting ID: 1533660
Record Date: 04/05/2021	Meeting Type: Annual	Ticker: AGR	
Primary CUSIP: 05351W103	Primary ISIN: US05351W1036	Primary SEDOL: BYP0CD9	Proxy Level: 3
Total Ballots: 1	Shares Voted: 427	Votable Shares: 427	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 427

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	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.</i>						
1.2	Elect Director John Baldacci	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.3	Elect Director Daniel Alcain Lopez	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.4	Elect Director Dennis V. Arriola	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.5	Elect Director Pedro Azagra Blazquez	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.6	Elect Director Robert Duffy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.7	Elect Director Teresa Herbert	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.8	Elect Director Patricia Jacobs	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.9	Elect Director John Lahey	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.10	Elect Director Jose Angel Marra Rodriguez	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.11	Elect Director Santiago Martinez Garrido	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The board is not majority independent.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
1.12	Elect Director Jose Sainz Armada	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee.</i>							
1.13	Elect Director Alan Solomont	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board is not majority independent.</i>							
1.14	Elect Director Elizabeth Timm	Mgmt	Yes	For	For	Against	Against
<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 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	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on an analysis of the plan amendments, a vote FOR this proposal is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/12/2021	Auto-Approved	05/12/2021	427	427
Total Shares:							427	427

Cognizant Technology Solutions Corporation

Meeting Date: 06/01/2021	Country: USA	Primary Security ID: 192446102	Meeting ID: 1534576
Record Date: 04/05/2021	Meeting Type: Annual	Ticker: CTSH	
Primary CUSIP: 192446102	Primary ISIN: US1924461023	Primary SEDOL: 2257019	Proxy Level: 3
	Shares Voted: 526	Votable Shares: 526	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 526	

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

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Cognizant Technology Solutions Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	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>						
1d	Elect Director Archana Deskus	Mgmt	Yes	For	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 M. Dineen	Mgmt	Yes	For	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 Brian Humphries	Mgmt	Yes	For	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 Leo S. Mackay, 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 Patsalos-Fox	Mgmt	Yes	For	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. Velli	Mgmt	Yes	For	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>						
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. Annual incentive targets were revised due to the impact of COVID-19, but the company mitigated this by lowering the maximum payout from 200 percent to 85 percent of target. Long-term incentives were a majority performance-conditioned and measured over multi-year periods. No COVID-related adjustments were made to the long-term incentive program.</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 5.70 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	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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/18/2021	Auto-Approved	05/18/2021	526	526
Total Shares:							526	526

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ACI Worldwide, Inc.

Meeting Date: 06/02/2021	Country: USA	Primary Security ID: 004498101	Meeting ID: 1532472
Record Date: 04/09/2021	Meeting Type: Annual	Ticker: ACIW	
Primary CUSIP: 004498101	Primary ISIN: US0044981019	Primary SEDOL: 2889155	Proxy Level: 3
	Shares Voted: 4,039	Votable Shares: 4,039	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 4,039

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 Charles K. Bobrinsky	Mgmt	Yes	For	For	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 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>						
1.4	Elect Director James C. Hale, III	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Mary P. Harman	Mgmt	Yes	For	For	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 Didier R. Lamouche	Mgmt	Yes	For	For	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 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>						
1.8	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>						
1.9	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>						
1.10	Elect Director Samir M. Zabaneh	Mgmt	Yes	For	For	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 17.96 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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ACI Worldwide, 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	05/12/2021	Auto-Approved	05/12/2021	4,039	4,039
Total Shares:							4,039	4,039

Alphabet Inc.

Meeting Date: 06/02/2021 **Country:** USA **Primary Security ID:** 02079K305 **Meeting ID:** 1536994
Record Date: 04/06/2021 **Meeting Type:** Annual **Ticker:** GOOGL

Primary CUSIP: 02079K305 **Primary ISIN:** US02079K3059 **Primary SEDOL:** BYVY8G0 **Proxy Level:** 3

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry 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>							
1b	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>							
1c	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>							
1d	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>							
1e	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>							
1f	Elect Director L. John Doerr	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. Votes AGAINST Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram are warranted for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Roger W. Ferguson, 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 Ann Mather	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The nominee is retired from active employment and sits on boards at more than 5 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Alan R. Mulally	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director K. Ram Shriram	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram are warranted for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Robin L. Washington	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram are warranted for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. 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 9.15 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	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 factors:- The plan cost is excessive- The three-year average burn rate is excessive- The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary)- The plan permits liberal recycling of shares- The plan allows broad discretion to accelerate vesting</i>						
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted 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 Director Nominee with Human and/or Civil Rights Experience	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 provides adequate oversight on risks the company's technologies present to human and civil rights.</i>						
6	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 pay program for executives that is more strongly performance-based.</i>						
7	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>						
8	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>						
9	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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 Risks Related to Anticompetitive Practices	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of recent regulatory developments and Alphabet's involvement in related controversies.									
11	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Yes	Against	Against	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted as would further strengthen the company's commitment to the goals of the Business Roundtable statement on the purpose of a corporation, where corporations endeavor to benefit all stakeholders, including customers, employees, suppliers, communities and shareholders.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	05/21/2021	Auto-Approved	05/21/2021	5	5
Total Shares:								5	5

Ballard Power Systems Inc.

Meeting Date: 06/02/2021	Country: Canada	Primary Security ID: 058586108	Meeting ID: 1518917
Record Date: 04/12/2021	Meeting Type: Annual	Ticker: BLDP	
Primary CUSIP: 058586108	Primary ISIN: CA0585861085	Primary SEDOL: 2072717	Proxy Level: 3
	Shares Voted: 318	Votable Shares: 318	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 318

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Douglas P. Hayhurst	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
1B	Elect Director Kui (Kevin) Jiang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
1C	Elect Director Duy-Loan Le	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
1D	Elect Director Randy MacEwen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
1E	Elect Director Marty Neese	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ballard Power Systems Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1F	Elect Director James Roche	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
1G	Elect Director Shaojun (Sherman) Sun	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
1H	Elect Director Janet Woodruff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For
4	Re-approve Equity-Based Compensation Plans	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as:- The estimated shareholder value transfer of the company's plans of 8.5 percent exceeds the allowable cap for this company of 4 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/14/2021	Auto-Approved	05/14/2021	318	318
Total Shares:							318	318

Biogen Inc.

Meeting Date: 06/02/2021	Country: USA	Primary Security ID: 09062X103	Meeting ID: 1537119
Record Date: 04/09/2021	Meeting Type: Annual	Ticker: BIIB	
Primary CUSIP: 09062X103	Primary ISIN: US09062X1037	Primary SEDOL: 2455965	Proxy Level: 3
Total Ballots: 1	Shares Voted: 142	Votable Shares: 142	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 142

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
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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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Reporting Period: 07/01/2020 to 06/30/2021
 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
1c	Elect Director Maria C. Freire	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 William A. Hawkins	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 William D. Jones	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Nancy L. Leaming	Mgmt	Yes	For	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 Jesus B. Mantas	Mgmt	Yes	For	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 C. 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 Stelios Papadopoulos	Mgmt	Yes	For	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 S. Posner	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Eric K. Rowinsky	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Stephen A. Sherwin	Mgmt	Yes	For	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 Michel Vounatsos	Mgmt	Yes	For	For	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 6.25 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	Against	Against	Against
	<i>Voting Policy Rationale: While pay and performance are reasonably aligned for the year in review, the company granted departing CFO Capello excessive severance payments. A vote AGAINST this proposal is warranted.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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	
4	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.								
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For	
Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's direct and indirect lobbying expenditures and related management control would provide shareholders with a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.								
6	Report on Gender Pay Gap	SH	Yes	Against	Against	For	For	
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/21/2021	Auto-Approved	05/21/2021	142	142
Total Shares:							142	142

Comcast Corporation

Meeting Date: 06/02/2021	Country: USA	Primary Security ID: 20030N101	Meeting ID: 1536976
Record Date: 04/05/2021	Meeting Type: Annual	Ticker: CMCSA	
Primary CUSIP: 20030N101	Primary ISIN: US20030N1019	Primary SEDOL: 2044545	Proxy Level: 3
	Shares Voted: 6,931	Votable Shares: 6,931	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 6,931

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	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: 07/01/2020 to 06/30/2021
 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
1.5	Elect Director Gerald L. Hassell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Jeffrey A. Honickman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Maritza G. Montiel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Asuka Nakahara	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director David C. Novak	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Brian L. Roberts	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory 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 incentives are at least half based on pre-set objective performance metrics. In addition, a below-target bonus payout and forfeited equity for the FY20 tranche of the LTI appear to be aligned with financial performance. Further, the board made several positive changes to the compensation program based on shareholder feedback, including improved disclosure of the annual incentive program and the elimination of above-market interest payments for NEOs beginning in 2021. Also, the company increased the objective metric weighting for bonuses and introduced multi-year performance periods for equity awards in 2021. However, executive compensation levels warrant continued close monitoring in light of consecutive base salary increases, a significant increase (in volume) to the FY20 equity award for the CEO, and planned increases to the PSU award cap for FY21.</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>						
4	Report on Risks Posed by the Failing to Prevent Workplace 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	05/18/2021	Auto-Approved	05/18/2021	6,833	6,833
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/18/2021	Auto-Approved	05/18/2021	98	98
Total Shares:							6,931	6,931

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CoStar Group, Inc.

Meeting Date: 06/02/2021	Country: USA	Primary Security ID: 22160N109	Meeting ID: 1534420
Record Date: 04/07/2021	Meeting Type: Annual	Ticker: CSGP	
Primary CUSIP: 22160N109	Primary ISIN: US22160N1090	Primary SEDOL: 2262864	Proxy Level: 3
	Shares Voted: 602	Votable Shares: 602	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 602

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 only 4.80 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	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because:- Equity award arrangements provide for automatic accelerated vesting upon a change-in-control;- The company has legacy arrangements with an executive that provide for modified single-trigger severance; and- The company has legacy arrangements with an executive that provide for excise tax-gross up provisions.</i>						
4	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. Elimination of the company's remaining supermajority voting provisions would enhance shareholder rights.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

CoStar Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.									
6	Eliminate Supermajority Vote Requirement	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/13/2021	Auto-Approved	05/13/2021	9	9
Sands Capital Mgmt, 6728029078		6728029078	Confirmed	Auto-Instructed	05/13/2021	Auto-Approved	05/13/2021	593	593
Total Shares:								602	602

Fate Therapeutics, Inc.

Meeting Date: 06/02/2021	Country: USA	Primary Security ID: 31189P102	Meeting ID: 1535624
Record Date: 04/05/2021	Meeting Type: Annual	Ticker: FATE	
Primary CUSIP: 31189P102	Primary ISIN: US31189P1021	Primary SEDOL: BCZS820	Proxy Level: 3
Shares Voted: 1,009		Votable Shares: 1,009	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,009

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Hershberg	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 Michael Lee	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 William H. Rastetter	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 13.53 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Fate Therapeutics, 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 some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
4	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR the proposal is warranted given that the requested increase in authorized common shares is reasonable and there are no substantial concerns about the company's past use of shares.									
Ballot Details									
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	05/12/2021	Auto-Approved	05/12/2021	1,009	1,009
Total Shares:								1,009	1,009

Gran Tierra Energy Inc.

Meeting Date: 06/02/2021	Country: USA	Primary Security ID: 38500T101	Meeting ID: 1521967
Record Date: 03/09/2021	Meeting Type: Annual	Ticker: GTE	
Primary CUSIP: 38500T101	Primary ISIN: US38500T1016	Primary SEDOL: B09R9V5	Proxy Level: 3
Shares Voted: 27,376		Votable Shares: 27,376	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 27,376

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter J. Dey	Mgmt	Yes	For	For	Against	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 Gary S. Guidry	Mgmt	Yes	For	For	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>							
1.3	Elect Director Evan Hazell	Mgmt	Yes	For	For	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>							
1.4	Elect Director Robert B. Hodgins	Mgmt	Yes	For	For	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. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Gran Tierra Energy Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Ronald W. Royal	Mgmt	Yes	For	For	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>							
1.6	Elect Director Sondra Scott	Mgmt	Yes	For	For	Against	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 David P. Smith	Mgmt	Yes	For	For	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>							
1.8	Elect Director Brooke Wade	Mgmt	Yes	For	For	Against	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	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 33.27 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>							
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	04/15/2021	Auto-Approved	04/15/2021	27,376	27,376
Total Shares:							27,376	27,376

Ionis Pharmaceuticals, Inc.

Meeting Date: 06/02/2021	Country: USA	Primary Security ID: 462222100	Meeting ID: 1536785
Record Date: 04/05/2021	Meeting Type: Annual	Ticker: IONS	
Primary CUSIP: 462222100	Primary ISIN: US4622221004	Primary SEDOL: BDJ0LS6	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ionis Pharmaceuticals, Inc.

Shares Voted: 60 **Votable Shares:** 60 ***Shares on Loan:** 0 **Shares Instructed:** 60
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brett Monia	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 Frederick T. Muto	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>							
1.3	Elect Director Peter N. Reikes	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	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 a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</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 14.31 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	05/24/2021	Auto-Approved	05/24/2021	60	60
Total Shares:							60	60

Royal Caribbean Cruises Ltd.

Meeting Date: 06/02/2021 **Country:** Liberia **Primary Security ID:** V7780T103 **Meeting ID:** 1536456
Record Date: 04/08/2021 **Meeting Type:** Annual **Ticker:** RCL

Primary CUSIP: V7780T103 **Primary ISIN:** LR0008862868 **Primary SEDOL:** 2754907 **Proxy Level:** N/A

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
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 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
1b	Elect Director Richard D. Fain	Mgmt	Yes	For	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 R. Howe, 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 William L. Kimsey	Mgmt	Yes	For	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 Amy McPherson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	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>						
1g	Elect Director Ann S. 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 Eyal M. Ofer	Mgmt	Yes	For	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 K. 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>						
1j	Elect Director Vagn O. 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>						
1k	Elect Director Donald Thompson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Arne Alexander Wilhelmsen	Mgmt	Yes	For	For	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 compensation committee discretionarily increased payouts for long-term performance awards granted in 2018, in response to COVID-19. NEOs ultimately received 100 percent of target payouts for these awards, amid negative shareholder returns and poor operational performance for the year. Further, while the 2019 PSAs remain outstanding, the committee expects to take similar actions on these grants. The CEO elected to forego an annual incentive award for 2020; however, other NEOs' bonuses paid out slightly above target, with their awards based entirely on subjective individual assessments and pandemic response. Meanwhile, although the 2020 LTI grants are majority performance conditioned, target goals remain undisclosed, which impedes an evaluation of goal rigor and pay and performance linkage, and the awards are based on a single year's performance. Social Advisory Services acknowledges that many companies were greatly affected by COVID-19. However, investors generally do not view discretionary modifications to previously granted long-term incentives as an appropriate reaction to challenges posed by the pandemic.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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	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 relatively conservative; 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 less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Report on Political Contributions Disclosure	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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/21/2021	Auto-Approved	05/21/2021	430	430
Total Shares:							430	430

Science Applications International Corporation

Meeting Date: 06/02/2021	Country: USA	Primary Security ID: 808625107	Meeting ID: 1535628
Record Date: 04/06/2021	Meeting Type: Annual	Ticker: SAIC	
Primary CUSIP: 808625107	Primary ISIN: US8086251076	Primary SEDOL: BDTZZG7	Proxy Level: 3
Shares Voted: 1,292		Votable Shares: 1,292	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 1,292	
Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert A. Bedingfield	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Carol A. Goode	Mgmt	Yes	For	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 Garth N. Graham	Mgmt	Yes	For	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 J. Hamre	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Science Applications International Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Yvette M. Kanouff	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Nazzic S. Keene	Mgmt	Yes	For	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 Timothy J. Mayopoulos	Mgmt	Yes	For	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 Katharina G. McFarland	Mgmt	Yes	For	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 Donna S. Morea	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Steven R. Shane	Mgmt	Yes	For	For	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 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	05/05/2021	Auto-Approved	05/05/2021	1,292	1,292
Total Shares:							1,292	1,292

SEI Investments Company

Meeting Date: 06/02/2021	Country: USA	Primary Security ID: 784117103	Meeting ID: 1539298
Record Date: 03/26/2021	Meeting Type: Annual	Ticker: SEIC	
Primary CUSIP: 784117103	Primary ISIN: US7841171033	Primary SEDOL: 2793610	Proxy Level: 3

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 Institution Account(s): All Institution Accounts

SEI Investments Company

Total Ballots: 1		Shares Voted: 322		Votable Shares: 322		*Shares on Loan: 0		Shares Instructed: 322	
Voting Policy: UUA									
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1a	Elect Director Carl A. Guarino	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: The board does not include at least one minority director.									
1b	Elect Director Carmen V. Romeo	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: The board does not include at least one minority director.									
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted 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 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
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/13/2021	Auto-Approved	05/13/2021	322		322
Total Shares:							322		322

Turning Point Therapeutics, Inc.

Meeting Date: 06/02/2021	Country: USA	Primary Security ID: 90041T108	Meeting ID: 1533016
Record Date: 04/07/2021	Meeting Type: Annual	Ticker: TPTX	
Primary CUSIP: 90041T108	Primary ISIN: US90041T1088	Primary SEDOL: BJXBP30	Proxy Level: 3
	Shares Voted: 588	Votable Shares: 588	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 588

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Simeon J. George	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Carol Gallagher and Simeon George 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.							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
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Turning Point Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Carol Gallagher	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 Carol Gallagher and Simeon George 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	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	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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</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 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	05/12/2021	Auto-Approved	05/12/2021	588	588
Total Shares:							588	588

Walmart Inc.

Meeting Date: 06/02/2021	Country: USA	Primary Security ID: 931142103	Meeting ID: 1536485
Record Date: 04/09/2021	Meeting Type: Annual	Ticker: WMT	
Primary CUSIP: 931142103	Primary ISIN: US9311421039	Primary SEDOL: 2936921	Proxy Level: 3
Shares Voted: 2,643	Votable Shares: 2,643	*Shares on Loan: 0	Shares Instructed: 2,643
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 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>							
1b	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>							

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

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Sarah J. Friar	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Carla A. 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 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>						
1f	Elect Director Marissa A. Mayer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director C. Douglas McMillon	Mgmt	Yes	For	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 B. Penner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks.- Votes AGAINST board chair Gregory (Greg) Penner are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Steven S Reinemund	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	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>						
1k	Elect Director S. Robson Walton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Steuart L. Walton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as 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 2.39 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
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Walmart Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Report on Refrigerants Released from Operations	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because:- While the existing initiatives the company has in place to harness the opportunities presented by climate change are commendable, the resolution should serve to complement and further the company's GHG emissions reduction goal, energy efficiency- and GHG emissions-related initiatives, management programs, and oversight mechanisms to manage these emissions; and- The requested report should not be burdensome or overly costly, but rather, could help preserve and create long-term shareholder value.</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 indirect lobbying activities and expenditures, including trade association memberships, and related oversight would allow shareholders to better assess the company's management of related risks and benefits.</i>							
6	Report on Alignment of Racial Justice Goals and Starting Wages	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted shareholders would benefit from further disclosure on how the company's hourly wages align with its commitments to diversity, equality, and racial justice, particularly given the significant controversies and related risks.</i>							
7	Approve Creation of a Pandemic Workforce Advisory Council	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted due controversies related to employees' health and safety concerns during the COVID-19 pandemic and apparent lack of adequate management and board oversight.</i>							
8	Review of 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 the company's governance documents, policies, long term plans, goals, metrics and sustainability practices 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/21/2021	Auto-Approved	05/21/2021	2,573	2,573
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/21/2021	Auto-Approved	05/21/2021	70	70
Total Shares:							2,643	2,643

1Life Healthcare, Inc.

Meeting Date: 06/03/2021	Country: USA	Primary Security ID: 68269G107	Meeting ID: 1535614
Record Date: 04/05/2021	Meeting Type: Annual	Ticker: ONEM	
Primary CUSIP: 68269G107	Primary ISIN: US68269G1076	Primary SEDOL: BKMGIN5	Proxy Level: 1

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

1Life Healthcare, Inc.

Shares Voted: 2,248 **Votable Shares:** 2,248 ***Shares on Loan:** 0 **Shares Instructed:** 2,248
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce W. Dunlevie	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for Bruce Dunlevie and David Kennedy 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 governing documents, each of which adversely impacts shareholder rights.							
1.2	Elect Director David P. Kennedy	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for Bruce Dunlevie and David Kennedy 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 governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for David Kennedy given the unmitigated pay-for-performance misalignment.							
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.							

Ballot Details

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	05/21/2021	Auto-Approved	05/21/2021	2,248	2,248
Total Shares:							2,248	2,248

Algonquin Power & Utilities Corp.

Meeting Date: 06/03/2021 **Country:** Canada **Primary Security ID:** 015857105 **Meeting ID:** 1518815
Record Date: 04/12/2021 **Meeting Type:** Annual **Ticker:** AQN

Primary CUSIP: 015857105 **Primary ISIN:** CA0158571053 **Primary SEDOL:** B51BMR7 **Proxy Level:** 3

Shares Voted: 15,212 **Votable Shares:** 15,212 ***Shares on Loan:** 0 **Shares Instructed:** 15,212
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
2.1	Elect Director Christopher Ball	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.							
2.2	Elect Director Arun Banskota	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.							

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 Location(s): Unitarian Universalist Association
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Algonquin Power & Utilities Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Melissa Stapleton Barnes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
2.4	Elect Director Christopher Huskison	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
2.5	Elect Director D. Randy Laney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
2.6	Elect Director Carol Leaman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
2.7	Elect Director Kenneth Moore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
2.8	Elect Director Masheed Saidi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
2.9	Elect Director Dilek Samil	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
3	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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/12/2021	Auto-Approved	05/12/2021	15,212	15,212
Total Shares:							15,212	15,212

Diamondback Energy, Inc.

Meeting Date: 06/03/2021	Country: USA	Primary Security ID: 25278X109	Meeting ID: 1537003
Record Date: 04/08/2021	Meeting Type: Annual	Ticker: FANG	
Primary CUSIP: 25278X109	Primary ISIN: US25278X1090	Primary SEDOL: B7Y8YR3	Proxy Level: 3
	Shares Voted: 327	Votable Shares: 327	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 327	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven E. West	Mgmt	Yes	For	For	For	For

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

Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Diamondback Energy, 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 Travis D. 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>							
1.3	Elect Director Vincent K. Brooks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Michael P. Cross	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director David L. 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>							
1.6	Elect Director Stephanie K. Mains	Mgmt	Yes	For	For	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 Mark L. Plaumann	Mgmt	Yes	For	For	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 Melanie M. 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	Advisory 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 last year's say-on-pay proposal, the company engaged with a majority of the shareholder base, disclosed the feedback received, and took actions on the 2021 pay programs in response to investors' concerns. The STI program will include a FCF metric, and the environmental and safety weighting is increasing. The company also included the requested market index in its TSR comparison group for 2021 LTI awards and adopted a clawback policy, in response to shareholder feedback. While the company did not make a firm commitment not to repeat similar grants that were described as the primary reason for the low vote support last year, it did state that it has no current intention to make similar grants in the future. Further, CEO pay and company performance are reasonably aligned at this time.</i>							
3	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted given that the size of the proposed increase 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 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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/12/2021	Auto-Approved	05/12/2021	327	327

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Diamondback Energy, Inc.

Total Shares: 327 327

Digital Realty Trust, Inc.

Meeting Date: 06/03/2021	Country: USA	Primary Security ID: 253868103	Meeting ID: 1537004
Record Date: 03/29/2021	Meeting Type: Annual	Ticker: DLR	
Primary CUSIP: 253868103	Primary ISIN: US2538681030	Primary SEDOL: B03GQS4	Proxy Level: 3
Total Ballots: 1	Shares Voted: 64	Votable Shares: 64	*Shares on Loan: 0
	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	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Laurence Chapman, Mary Hogan Preusse, William LaPerch and Mark Patterson 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>						
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 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>						
1d	Elect Director Kevin J. Kennedy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 William G. LaPerch	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Laurence Chapman, Mary Hogan Preusse, William LaPerch and Mark Patterson 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>						
1f	Elect Director Jean F.H.P. Mandeville	Mgmt	Yes	For	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 Afshin Mohebbi	Mgmt	Yes	For	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 R. Patterson	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. A vote AGAINST Laurence Chapman, Mary Hogan Preusse, William LaPerch and Mark Patterson 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>						
1i	Elect Director Mary Hogan Preusse	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Laurence Chapman, Mary Hogan Preusse, William LaPerch and Mark Patterson 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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Digital Realty Trust, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1j	Elect Director Dennis E. Singleton	Mgmt	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 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 3.40 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, annual incentives were primarily based on pre-set targets and half of the long-term incentives are performance contingent.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/20/2021	Auto-Approved	05/20/2021	64	64
Total Shares:							64	64

Gartner, Inc.

Meeting Date: 06/03/2021	Country: USA	Primary Security ID: 366651107	Meeting ID: 1534423
Record Date: 04/08/2021	Meeting Type: Annual	Ticker: IT	
Primary CUSIP: 366651107	Primary ISIN: US3666511072	Primary SEDOL: 2372763	Proxy Level: 3
Total Ballots: 1	Shares Voted: 170	Votable Shares: 170	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 170

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter E. Bisson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Richard J. Bressler	Mgmt	Yes	For	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 Raul E. Cesan	Mgmt	Yes	For	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Gartner, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Anne Sutherland 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>							
1f	Elect Director William O. Grabe	Mgmt	Yes	For	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. 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>							
1h	Elect Director Stephen G. Pagliuca	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Eileen M. 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 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	Advisory 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. The annual incentives were entirely based on financial performance and while the committee exercised discretion to increase the payout of FY20 performance shares, the number of performance shares earned remained below target-level.</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 19.50 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 is reasonable;- There is a cap placed on employee contributions;- 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	05/12/2021	Auto-Approved	05/12/2021	170	170
Total Shares:							170	170

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Glaukos Corporation

Meeting Date: 06/03/2021	Country: USA	Primary Security ID: 377322102	Meeting ID: 1536446
Record Date: 04/08/2021	Meeting Type: Annual	Ticker: GKOS	
Primary CUSIP: 377322102	Primary ISIN: US3773221029	Primary SEDOL: BYMWL19	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,315	Votable Shares: 1,315	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,315

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas W. Burns	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Thomas Burns and Marc Stapley given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Leana S. Wen	Mgmt	Yes	For	For	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 Marc A. Stapley	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Thomas Burns and Marc Stapley 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	Advisory 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 determined by objective metrics, and robust disclosures were provided surrounding the committee's rationale for target-setting and the discretionary bonuses. In addition, the proportion of the CEO's performance-based equity was increased, and a multi-year performance element was introduced. However, some concerns are noted as NEOs may earn a portion of the equity awards based on annual performance 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 2.36 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/21/2021	Auto-Approved	05/21/2021	1,315	1,315
Total Shares:							1,315	1,315

Netflix, Inc.

Meeting Date: 06/03/2021	Country: USA	Primary Security ID: 64110L106	Meeting ID: 1537019
Record Date: 04/08/2021	Meeting Type: Annual	Ticker: NFLX	
Primary CUSIP: 64110L106	Primary ISIN: US64110L1061	Primary SEDOL: 2857817	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Netflix, Inc.

Shares Voted: 2,706

Votable Shares: 2,706

*Shares on Loan: 0

Shares Instructed: 2,706

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><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. The board's 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. WITHHOLD votes are further warranted for Richard (Rich) Barton for serving on more than three public boards while serving as a CEO of an outside company. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>						
1b	Elect Director Rodolphe Belmer	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: The board's 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. WITHHOLD votes are further warranted for compensation committee members Rodolphe Belmer and Anne Sweeney, due to poor responsiveness to low support for last year's say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>						
1c	Elect Director Bradford L. Smith	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: The board's 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. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>						
1d	Elect Director Anne M. Sweeney	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: The board's 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. WITHHOLD votes are further warranted for compensation committee members Rodolphe Belmer and Anne Sweeney, due to poor responsiveness to low support for last year's say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>						
2	Ratify Ernst & Young LLP as Auditors	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 27.88 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: A vote AGAINST this proposal is warranted. Following low support for this proposal for consecutive years, the compensation committee engaged with shareholders but did not disclose with sufficient specificity the compensation concerns leading to the low support. Further, the committee determined to make no material changes to the pay program, indicating poor responsiveness. There are additional ongoing concerns regarding pay structure. NEO pay primarily consists of base salaries and grants of fully-vested stock 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. This has resulted in excessive base salaries for certain NEOs notably a \$20 million salary for co-CEO Sarandos. The lack of any time- or performance-vesting criteria on incentive pay is problematic.</i></p>						
4	Report on Political Contributions	SH	Yes	Against	For	For	For
	<p><i>Voting Policy Rationale: A vote this FOR resolution is warranted, as additional disclosure of the company's political contributions, including trade association memberships and payments, and the company's oversight mechanisms regarding those contributions would allow shareholders to better assess related risks.</i></p>						

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Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
5	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.									
6	Improve the Executive Compensation Philosophy	SH	Yes	Against	Against	For	For		
Voting Policy Rationale: A vote FOR this resolution is warranted. While the company discloses its executive compensation setting process, inclusion of CEO pay ratio and other factors 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.									
Ballot Details									
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	05/21/2021	Auto-Approved	05/21/2021	2,706	2,706
Total Shares:							2,706	2,706	

Sarepta Therapeutics, Inc.

Meeting Date: 06/03/2021	Country: USA	Primary Security ID: 803607100	Meeting ID: 1534927
Record Date: 04/09/2021	Meeting Type: Annual	Ticker: SRPT	
Primary CUSIP: 803607100	Primary ISIN: US8036071004	Primary SEDOL: B8DPDT7	Proxy Level: 3
Shares Voted: 2,415		Votable Shares: 2,415	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 2,415	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard J. Barry	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.							
1.2	Elect Director M. Kathleen Behrens	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.							
1.3	Elect Director Claude Nicaise	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Sarepta Therapeutics, 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 only 24.47 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	05/07/2021	Auto-Approved	05/07/2021	2,415	2,415
Total Shares:							2,415	2,415

T-Mobile US, Inc.

Meeting Date: 06/03/2021	Country: USA	Primary Security ID: 872590104	Meeting ID: 1535635
Record Date: 04/07/2021	Meeting Type: Annual	Ticker: TMUS	
Primary CUSIP: 872590104	Primary ISIN: US8725901040	Primary SEDOL: B94Q9V0	Proxy Level: 1
	Shares Voted: 981	Votable Shares: 981	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 981

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. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Christian Illek, Marcelo Claire, Raphael Kubler, Thorsten Langheim, Dominique Leroy, Omar Tazi and Michael Wilkens for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Christian Illek, Marcelo Claire, Raphael Kubler, Dominique Leroy and Michael Wilkens for serving as non-independent members of key board committees. WITHHOLD votes are further warranted for compensation committee members Christian Illek, Marcelo Claire, Raphael Kubler, and Kelvin Westbrook, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment. CEO Sievert and NEO Ray each received a large one-time equity award, for which the goals are not particularly rigorous or certain forward-looking goals are not disclosed. In addition, the relative TSR metric under the LTI program targets median performance. Further, the FY20 STI program was modified, resulting in above-target payouts. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
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 employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Bavan M. Holloway	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Timotheus Hottges	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><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. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Christian Illek, Marcelo Claire, Raphael Kubler, Thorsten Langheim, Dominique Leroy, Omar Tazi and Michael Wilkens for failing to establish a board on which a majority of the directors are independent directors. - WITHHOLD votes for board chair Timotheus (Tim) Hoettges are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.5	Elect Director Christian P. Illek	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Christian Illek, Marcelo Claire, Raphael Kubler, Thorsten Langheim, Dominique Leroy, Omar Tazi and Michael Wilkens for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Christian Illek, Marcelo Claire, Raphael Kubler, Dominique Leroy and Michael Wilkens for serving as non-independent members of key board committees. WITHHOLD votes are further warranted for compensation committee members Christian Illek, Marcelo Claire, Raphael Kubler, and Kelvin Westbrook, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment. CEO Sievert and NEO Ray each received a large one-time equity award, for which the goals are not particularly rigorous or certain forward-looking goals are not disclosed. In addition, the relative TSR metric under the LTI program targets median performance. Further, the FY20 STI program was modified, resulting in above-target payouts. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.6	Elect Director Raphael Kubler	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Christian Illek, Marcelo Claire, Raphael Kubler, Thorsten Langheim, Dominique Leroy, Omar Tazi and Michael Wilkens for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Christian Illek, Marcelo Claire, Raphael Kubler, Dominique Leroy and Michael Wilkens for serving as non-independent members of key board committees. WITHHOLD votes are further warranted for compensation committee members Christian Illek, Marcelo Claire, Raphael Kubler, and Kelvin Westbrook, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment. CEO Sievert and NEO Ray each received a large one-time equity award, for which the goals are not particularly rigorous or certain forward-looking goals are not disclosed. In addition, the relative TSR metric under the LTI program targets median performance. Further, the FY20 STI program was modified, resulting in above-target payouts. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.7	Elect Director Thorsten Langheim	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Christian Illek, Marcelo Claire, Raphael Kubler, Thorsten Langheim, Dominique Leroy, Omar Tazi and Michael Wilkens for failing to establish a board on which a majority of the directors are independent directors. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.8	Elect Director Dominique Leroy	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><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. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Christian Illek, Marcelo Claire, Raphael Kubler, Thorsten Langheim, Dominique Leroy, Omar Tazi and Michael Wilkens for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Christian Illek, Marcelo Claire, Raphael Kubler, Dominique Leroy and Michael Wilkens for serving as non-independent members of key board committees. WITHHOLD votes are further warranted for compensation committee members Christian Illek, Marcelo Claire, Raphael Kubler, and Kelvin Westbrook, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment. CEO Sievert and NEO Ray each received a large one-time equity award, for which the goals are not particularly rigorous or certain forward-looking goals are not disclosed. In addition, the relative TSR metric under the LTI program targets median performance. Further, the FY20 STI program was modified, resulting in above-target payouts. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director G. Michael (Mike) Sievert	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Christian Illek, Marcelo Claude, Raphael Kubler, Thorsten Langheim, Dominique Leroy, Omar Tazi and Michael Wilkens for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Christian Illek, Marcelo Claude, Raphael Kubler, Dominique Leroy and Michael Wilkens for serving as non-independent members of key board committees. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Teresa A. Taylor	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Omar Tazi	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Christian Illek, Marcelo Claude, Raphael Kubler, Thorsten Langheim, Dominique Leroy, Omar Tazi and Michael Wilkens for failing to establish a board on which a majority of the directors are independent directors. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director Kelvin R. Westbrook	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. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Christian Illek, Marcelo Claude, Raphael Kubler, Thorsten Langheim, Dominique Leroy, Omar Tazi and Michael Wilkens for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for compensation committee members Christian Illek, Marcelo Claude, Raphael Kubler, and Kelvin Westbrook, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment. CEO Sievert and NEO Ray each received a large one-time equity award, for which the goals are not particularly rigorous or certain forward-looking goals are not disclosed. In addition, the relative TSR metric under the LTI program targets median performance. Further, the FY20 STI program was modified, resulting in above-target payouts. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.13	Elect Director Michael Wilkens	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Christian Illek, Marcelo Claude, Raphael Kubler, Thorsten Langheim, Dominique Leroy, Omar Tazi and Michael Wilkens for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Christian Illek, Marcelo Claude, Raphael Kubler, Dominique Leroy and Michael Wilkens for serving as non-independent members of key board committees. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.17 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/20/2021	Auto-Approved	05/20/2021	942	942
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/20/2021	Auto-Approved	05/20/2021	39	39
Total Shares:							981	981

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T-Mobile US, Inc.

VEREIT, Inc.

Meeting Date: 06/03/2021	Country: USA	Primary Security ID: 92339V308	Meeting ID: 1533072
Record Date: 04/09/2021	Meeting Type: Annual	Ticker: VER	
Primary CUSIP: 92339V308	Primary ISIN: US92339V3087	Primary SEDOL: BMG92R5	Proxy Level: 3
	Shares Voted: 89	Votable Shares: 89	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 89

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 Priscilla Almodovar	Mgmt	Yes	For	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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair David Henry is warranted, as the board unilaterally adopted an unduly restrictive exclusive forum bylaw and has not submitted it to a shareholder vote. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	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>							
1f	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>							
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>							
1h	Elect Director Julie G. Richardson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Susan E. Skerritt	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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 at this time.</i>							

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VEREIT, Inc.

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.									
5	Amend Charter to Allow Shareholders to Amend Bylaws	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted. The proposal gives shareholders the ability to amend the bylaws, which would allow shareholders to have a more meaningful voice in the company's governance matters.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/17/2021	Auto-Approved	05/17/2021	89	89
Total Shares:								89	89

Axsome Therapeutics, Inc.

Meeting Date: 06/04/2021	Country: USA	Primary Security ID: 05464T104	Meeting ID: 1537046
Record Date: 04/12/2021	Meeting Type: Annual	Ticker: AXSM	
Primary CUSIP: 05464T104	Primary ISIN: US05464T1043	Primary SEDOL: BYZR4X4	Proxy Level: 3
	Shares Voted: 796	Votable Shares: 796	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 796	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herriot Tabuteau	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director. WITHHOLD votes are warranted for director nominees Herriot Tabuteau and Mark Coleman 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.</i>							
1.2	Elect Director Mark Coleman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one woman director. WITHHOLD votes are warranted for director nominees Herriot Tabuteau and Mark Coleman 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.</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>							

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Axsome Therapeutics, 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: There is some concern surrounding above-target STI payouts, given the shift to a discretionary structure for FY20 due to the impact of COVID-19; however, the proxy discloses a clear list of achievements the committee considered when assessing performance, and the proxy indicates that the company will return to a more formulaic STI structure in FY21. Some concern is also raised regarding the magnitude of the CEO's LTI awards; however, the majority of the awards were granted in stock options, which are considered to be more strongly performance-based for clinical stage biopharmaceutical companies, and the RSUs have a relatively long holding period requirement. Once the company begins to generate revenue, however, investors will expect the introduction of performance-conditioned equity. On balance, a vote FOR this proposal is warranted, but with caution. Given the concerns noted above, close continued monitoring of pay program structure and outcomes is warranted.</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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/24/2021	Auto-Approved	05/24/2021	796	796
Total Shares:							796	796

Garmin Ltd.

Meeting Date: 06/04/2021	Country: Switzerland	Primary Security ID: H2906T109	Meeting ID: 1534175
Record Date: 04/09/2021	Meeting Type: Annual	Ticker: GRMN	
Primary CUSIP: H2906T109	Primary ISIN: CH0114405324	Primary SEDOL: B3Z5T14	Proxy Level: N/A
Total Ballots: 1	Shares Voted: 206	Votable Shares: 206	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 206

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: A vote FOR these items is warranted.</i>							
3	Approve Dividends	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is 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>							

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Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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: A vote FOR the election of Min Kao as chairman of the board is warranted.</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>						
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>						

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Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
9	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.85 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 2022 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 2021 AGM and the 2022 AGM	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: 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	05/12/2021	Auto-Approved	05/12/2021	206	206
Total Shares:							206	206

Ligand Pharmaceuticals Incorporated

Meeting Date: 06/04/2021	Country: USA	Primary Security ID: 53220K504	Meeting ID: 1537017
Record Date: 04/13/2021	Meeting Type: Annual	Ticker: LGND	
Primary CUSIP: 53220K504	Primary ISIN: US53220K5048	Primary SEDOL: 2501578	Proxy Level: 3
Total Ballots: 1	Shares Voted: 325	Votable Shares: 325	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 325

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	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
1.3	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>							
1.4	Elect Director Nancy R. Gray	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director John 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	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 Stephen L. Sabba	Mgmt	Yes	For	For	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 proposal to ratify the auditor is warranted.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- A majority of equity awards to the CEO are not tied to performance-contingent pay elements- High CEO pay relative to company performance compared to the company's peers</i>							

Ballot Details

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	05/21/2021	Auto-Approved	05/21/2021	325	325
Total Shares:							325	325

WEX Inc.

Meeting Date: 06/04/2021	Country: USA	Primary Security ID: 96208T104	Meeting ID: 1535637
Record Date: 04/05/2021	Meeting Type: Annual	Ticker: WEX	
Primary CUSIP: 96208T104	Primary ISIN: US96208T1043	Primary SEDOL: B8383P2	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

WEX Inc.

	Shares Voted: 584	Votable Shares: 584	*Shares on Loan: 0	Shares Instructed: 584
Total Ballots: 1	Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy Altobello	Mgmt	Yes	For	For	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 Bhavana Bartholf	Mgmt	Yes	For	For	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 Derrick 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>						
1.4	Elect Director Regina O. Sommer	Mgmt	Yes	For	For	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 Jack VanWoerkom	Mgmt	Yes	For	For	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. In response to COVID-related impacts, the compensation committee granted special equity awards that, in the case of the NEOs, were generally valued equal to the executive's annual LTI award. It also made changes to long-term performance equity granted in 2019, along with mid-year changes to the 2020 STI and LTI programs. Investors have expressed a degree of flexibility regarding modest changes to short-term pay programs in light of the pandemic; however, retroactive modifications to long-term incentives (particularly those granted before 2020) coupled with sizable additional equity awards are viewed as problematic reactions to COVID-related impacts.</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	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	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 1.14 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	05/21/2021	Auto-Approved	05/21/2021	584	584
Total Shares:							584	584

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Grocery Outlet Holding Corp.

Meeting Date: 06/07/2021	Country: USA	Primary Security ID: 39874R101	Meeting ID: 1537053
Record Date: 04/12/2021	Meeting Type: Annual	Ticker: GO	
Primary CUSIP: 39874R101	Primary ISIN: US39874R1014	Primary SEDOL: BK1KWF7	Proxy Level: 3
	Shares Voted: 6,770	Votable Shares: 6,770	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 6,770

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary Kay Haben	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for S. MacGregor Read Jr., Jeffrey (Jeff) York, and Mary Kay Haben given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Gail Moody-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>							
1.3	Elect Director S. MacGregor Read, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for S. MacGregor Read Jr., Jeffrey (Jeff) York, and Mary Kay Haben given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Jeffrey York	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for S. MacGregor Read Jr., Jeffrey (Jeff) York, and Mary Kay Haben 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. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte and Touche 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: 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
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	05/17/2021	Auto-Approved	05/17/2021	6,770	6,770
Total Shares:							6,770	6,770

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ServiceNow, Inc.

Meeting Date: 06/07/2021	Country: USA	Primary Security ID: 81762P102	Meeting ID: 1538417
Record Date: 04/09/2021	Meeting Type: Annual	Ticker: NOW	
Primary CUSIP: 81762P102	Primary ISIN: US81762P1021	Primary SEDOL: B80NXX8	Proxy Level: 3
	Shares Voted: 2,045	Votable Shares: 2,045	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,045

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Bostrom	Mgmt	Yes	For	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 Jonathan C. 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. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Lawrence J. Jackson, 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 Frederic B. Luddy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Jeffrey A. 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	Advisory 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 board has shown sufficient responsiveness to low support for last year's say-on-pay proposal. The company discloses shareholder outreach, the specific feedback received, and in response made meaningful pay program improvements. Certain changes to the incentive programs and additional disclosure represents a significant improvement from the prior program. While the short- and long-term incentives appear primarily performance-based, and the company has made certain positive changes to the FY21 program, concerns remain regarding the level of disclosure surrounding certain aspects of these plans. In addition, the committee retains the discretion to adjust the incentive programs, which it exercised in FY20 to adjust goals mid-cycle. Although the committee disclosed its rationale for the adjustments, the discretion that it retains in adjusting goals mid-year undermines the objective nature of the plans. In addition, the short- and long-term plans continue to rely on the same annual, overlapping metrics, which can lead to oversized, duplicative payouts.</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	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>						
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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

ServiceNow, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price, number of shares reserved, and proposed expiration term is reasonable, and the offering period is within the limits prescribed by Section 423 of the Internal Revenue Code. In addition, the removal of the evergreen provision is a positive change.									
Ballot Details									
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	05/25/2021	Auto-Approved	05/25/2021	2,045	2,045
Total Shares:								2,045	2,045

UnitedHealth Group Incorporated

Meeting Date: 06/07/2021	Country: USA	Primary Security ID: 91324P102	Meeting ID: 1538381
Record Date: 04/09/2021	Meeting Type: Annual	Ticker: UNH	
Primary CUSIP: 91324P102	Primary ISIN: US91324P1021	Primary SEDOL: 2917766	Proxy Level: 3
Shares Voted: 188	Votable Shares: 188	*Shares on Loan: 0	Shares Instructed: 188
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 Richard T. 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 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>							
1c	Elect Director Stephen J. Hemsley	Mgmt	Yes	For	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 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>							
1e	Elect Director F. William McNabb, 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 Valerie C. Montgomery 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>							
1g	Elect Director John H. Noseworthy	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	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>							
1i	Elect Director Andrew Witty	Mgmt	Yes	For	For	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: While pay and performance are reasonably aligned for the year in review, the company granted departing CEO Wichmann excessive severance payments upon his retirement. A vote AGAINST this proposal 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 5.22 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 because the purchase price is reasonable, the number of shares reserved is relatively conservative, and the offering period is within the prescribed limits.</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 would enhance shareholders' rights and the possibility of abuse is considered to be limited.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/25/2021	Auto-Approved	05/25/2021	100	100
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/25/2021	Auto-Approved	05/25/2021	88	88
Total Shares:							188	188

Element Solutions Inc

Meeting Date: 06/08/2021	Country: USA	Primary Security ID: 28618M106	Meeting ID: 1540493
Record Date: 04/12/2021	Meeting Type: Annual	Ticker: ESI	
Primary CUSIP: 28618M106	Primary ISIN: US28618M1062	Primary SEDOL: BJ1C2K1	Proxy Level: 3
Shares Voted: 1,825		Votable Shares: 1,825	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,825

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

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Element Solutions Inc

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 Benjamin Gliklich	Mgmt	Yes	For	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 G.H. Ashken	Mgmt	Yes	For	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 Elyse Napoli Filon	Mgmt	Yes	For	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. Fraser	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST compensation committee chair Christopher Fraser is warranted due to consecutive years of high director pay to the company's chairman, without reasonable rationale disclosed. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Michael F. 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>							
1g	Elect Director Nichelle Maynard-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>							
1h	Elect Director E. Stanley O' Neal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
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 the company demonstrated sufficient responsiveness to shareholder concerns following last year's low say-on-pay support. In addition, although a concern is 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 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	05/21/2021	Auto-Approved	05/21/2021	1,825	1,825
Total Shares:							1,825	1,825

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Fortive Corporation

Meeting Date: 06/08/2021	Country: USA	Primary Security ID: 34959J108	Meeting ID: 1537845
Record Date: 04/12/2021	Meeting Type: Annual	Ticker: FTV	
Primary CUSIP: 34959J108	Primary ISIN: US34959J1088	Primary SEDOL: BYT3MK1	Proxy Level: 3
	Shares Voted: 769	Votable Shares: 769	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 769

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel L. Comas	Mgmt	Yes	For	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 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>						
1c	Elect Director Sharmistha Dubey	Mgmt	Yes	For	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 Reiji P. 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 James A. Lico	Mgmt	Yes	For	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 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>						
1g	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>						
1h	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 5.72 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 for the year in review. While long-term equity incentives were a majority time-based, a three-year measurement period was used for performance share units (PSUs) and based on relative TSR performance. Short-term incentives were primarily based on pre-set financial goals as well as personal performance.</i>						
4	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. A vote FOR this proposal is therefore warranted as it represents an enhancement to shareholder's rights.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Fortive Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/24/2021	Auto-Approved	05/24/2021	769	769
Total Shares:							769	769	

Q2 Holdings, Inc.

Meeting Date: 06/08/2021	Country: USA	Primary Security ID: 74736L109	Meeting ID: 1541983
Record Date: 04/22/2021	Meeting Type: Annual	Ticker: Q TWO	
Primary CUSIP: 74736L109	Primary ISIN: US74736L1098	Primary SEDOL: BKM4KV0	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,243	Votable Shares: 1,243	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,243

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director R. Lynn Atchison	Mgmt	Yes	For	For	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 Jeffrey T. Diehl	Mgmt	Yes	For	For	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 Matthew P. Flake	Mgmt	Yes	For	For	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 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>							
1.5	Elect Director Margaret 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>							
1.6	Elect Director Lynn Antipas 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>							
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 7.48 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Q2 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
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	05/17/2021	Auto-Approved	05/17/2021	1,243	1,243
Total Shares:								1,243	1,243

American Airlines Group Inc.

Meeting Date: 06/09/2021	Country: USA	Primary Security ID: 02376R102	Meeting ID: 1541312
Record Date: 04/13/2021	Meeting Type: Annual	Ticker: AAL	
Primary CUSIP: 02376R102	Primary ISIN: US02376R1023	Primary SEDOL: BCV7KT2	Proxy Level: 3
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 Adriane M. Brown	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director 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>							
1e	Elect Director Michael J. Embler	Mgmt	Yes	For	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 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>							
1g	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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

American Airlines Group Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	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>						
1i	Elect Director Denise M. O'Leary	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director 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>						
1k	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>						
1l	Elect Director Douglas M. Steenland	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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, but with caution. Current CEO pay and performance are reasonably aligned. Incentive program structures and payouts have been significantly impacted by the ongoing global pandemic and accordingly, no annual incentive was earned for the year in review and prior FY18 granted performance equity was forfeited. Some concern is raised regarding planned changes for FY21, which effectively result in the elimination of performance-based pay programs. While acknowledging that compensation actions and aggregate awards are limited due to CARES Act restrictions, granted equity for FY21 will be entirely time-based and the termination of the annual incentive program means that there will be no performance contingent pay for FY21. Investors are advised to monitor pay arrangements at the company next year.</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 elimination of the supermajority vote requirements would enhance shareholder rights.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblum Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/17/2021	Auto-Approved	05/17/2021	289	289
Total Shares:							289	289

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Devon Energy Corporation

Meeting Date: 06/09/2021	Country: USA	Primary Security ID: 25179M103	Meeting ID: 1536910
Record Date: 04/12/2021	Meeting Type: Annual	Ticker: DVN	
Primary CUSIP: 25179M103	Primary ISIN: US25179M1036	Primary SEDOL: 2480677	Proxy Level: 3
	Shares Voted: 1,340	Votable Shares: 1,340	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 1,340

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara M. Baumann	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: 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 John E. Bethancourt	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director Ann G. Fox	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director David A. Hager	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Kelt Kindick	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director John Krenicki, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Karl F. Kurz	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.8	Elect Director Robert A. Mosbacher, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.9	Elect Director Richard E. Muncrief	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.10	Elect Director Duane C. Radtke	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.11	Elect Director Valerie M. Williams	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 none of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
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 support, the company engaged with shareholders, disclosed their specific concerns regarding the pay programs, and made meaningful changes to the programs to address those concerns. The FY20 incentive programs were primarily based on objective goals. Although some concern is noted regarding goal rigor and COVID-related modifications under the STI program, the committee's downward discretion brought the payouts below-target, aligned with company performance. Additionally, the FY21 STI scorecard will be simplified with an increased focus on quantitative and financial goals, and the majority of the FY21 LTI awards will be performance-based with the PSU vesting capped at target for negative TSR.</i>									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/28/2021	Auto-Approved	05/28/2021	980	980
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	05/28/2021	Auto-Approved	05/28/2021	360	360
Total Shares:								1,340	1,340

Dick's Sporting Goods, Inc.

Meeting Date: 06/09/2021	Country: USA	Primary Security ID: 253393102	Meeting ID: 1540492
Record Date: 04/12/2021	Meeting Type: Annual	Ticker: DKS	
Primary CUSIP: 253393102	Primary ISIN: US2533931026	Primary SEDOL: 2969637	Proxy Level: 3
	Shares Voted: 123	Votable Shares: 123	*Shares on Loan: 0
Total Ballots: 1	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 William J. Colombo	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 Sandeep Mathrani	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 Desiree Ralls-Morrison	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 Larry D. Stone	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>							
2	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<p><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></p>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Dick's Sporting Goods, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Approve Increase in Size of Board	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the requested increase appears to be appropriate for a company of this size, and there is no evidence suggesting that the proposal is an attempt to entrench current management.</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 only 8.19 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 some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
6	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 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/24/2021	Auto-Approved	05/24/2021	123	123
Total Shares:							123	123

Kosmos Energy Ltd.

Meeting Date: 06/09/2021	Country: USA	Primary Security ID: 500688106	Meeting ID: 1540657
Record Date: 04/12/2021	Meeting Type: Annual	Ticker: KOS	
Primary CUSIP: 500688106	Primary ISIN: US5006881065	Primary SEDOL: BHK15K6	Proxy Level: 3
Shares Voted: 3,490		Votable Shares: 3,490	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 3,490

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Adebayo (Bayo) O. Ogunlesi	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 Deanna L. Goodwin	Mgmt	Yes	For	For	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 8.59 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Kosmos Energy Ltd.

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.								
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	05/19/2021	Auto-Approved	05/19/2021	3,490	3,490
Total Shares:							3,490	3,490

LendingTree, Inc.

Meeting Date: 06/09/2021	Country: USA	Primary Security ID: 52603B107	Meeting ID: 1541261
Record Date: 04/12/2021	Meeting Type: Annual	Ticker: TREE	
Primary CUSIP: 52603B107	Primary ISIN: US52603B1070	Primary SEDOL: BV8TD84	Proxy Level: 3
	Shares Voted: 29	Votable Shares: 29	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 29	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gabriel Dalporto	Mgmt	Yes	For	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 M. 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>							
1c	Elect Director Robin 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>							
1d	Elect Director Douglas Lebda	Mgmt	Yes	For	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 Steve Ozonian	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Votes AGAINST compensation committee members, Steven Ozonian, Kennedy Thompson, and Jennifer Witz, are warranted in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment. The CEO's front-loaded equity awards, although entirely performance-based with rigorous goals, are excessive in magnitude, and other NEOs' FY20 equity awards were entirely time-vesting. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

LendingTree, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Saras Sarasvathy	Mgmt	Yes	For	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 G. Kennedy Thompson	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Votes AGAINST compensation committee members, Steven Ozonian, Kennedy Thompson, and Jennifer Witz, are warranted in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment. The CEO's front-loaded equity awards, although entirely performance-based with rigorous goals, are excessive in magnitude, and other NEOs' FY20 equity awards were entirely time-vesting. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Jennifer Witz	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Votes AGAINST compensation committee members, Steven Ozonian, Kennedy Thompson, and Jennifer Witz, are warranted in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment. The CEO's front-loaded equity awards, although entirely performance-based with rigorous goals, are excessive in magnitude, and other NEOs' FY20 equity awards were entirely time-vesting. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Despite the reasonable estimated cost and plan features, based on the Equity Plan Scorecard evaluation, a vote AGAINST this proposal is warranted. There is a pay-for-performance misalignment that is driven, in part, by the company's equity grant practices, and the plan is not sufficiently broad based.</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 18.51 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	05/26/2021	Auto-Approved	05/26/2021	29	29
Total Shares:							29	29

Target Corporation

Meeting Date: 06/09/2021	Country: USA	Primary Security ID: 87612E106	Meeting ID: 1538211
Record Date: 04/12/2021	Meeting Type: Annual	Ticker: TGT	
Primary CUSIP: 87612E106	Primary ISIN: US87612E1064	Primary SEDOL: 2259101	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Target Corporation

Total Ballots: 1		Shares Voted: 642	Votable Shares: 642			*Shares on Loan: 0	Shares Instructed: 642
Voting Policy: UUA							
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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director George S. Barrett	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Brian C. Cornell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Robert L. Edwards	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Donald R. Knauss	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Christine A. Leahy	Mgmt	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 Monica C. Lozano	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Mary E. Minnick	Mgmt	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 Derica W. 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.						
1k	Elect Director Kenneth L. Salazar	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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 9.93 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.						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Target Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
4	Amend Proxy Access Right	SH	Yes	Against	For	For	For	
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.								
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/24/2021	Auto-Approved	05/24/2021	642	642
Total Shares:							642	642

Upland Software, Inc.

Meeting Date: 06/09/2021	Country: USA	Primary Security ID: 91544A109	Meeting ID: 1542380
Record Date: 04/20/2021	Meeting Type: Annual	Ticker: UPLD	
Primary CUSIP: 91544A109	Primary ISIN: US91544A1097	Primary SEDOL: BS7K7H4	Proxy Level: 3
Shares Voted: 2,922		Votable Shares: 2,922	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,922

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director Stephen E. Courter	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 Teresa Miles Walsh	Mgmt	Yes	For	For	Withhold	Withhold		
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.									
2	Ratify Ernst & Young, LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 9.49 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	05/21/2021	Auto-Approved	05/21/2021	2,922	2,922
Total Shares:								2,922	2,922

*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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Brighthouse Financial, Inc.

Meeting Date: 06/10/2021	Country: USA	Primary Security ID: 10922N103	Meeting ID: 1539958
Record Date: 04/13/2021	Meeting Type: Annual	Ticker: BHF	
Primary CUSIP: 10922N103	Primary ISIN: US10922N1037	Primary SEDOL: BF429K9	Proxy Level: 3
	Shares Voted: 680	Votable Shares: 680	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 680

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 Stephen C. (Steve) 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>							
1d	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>							
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) Shouvin	Mgmt	Yes	For	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 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 only 1.40 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
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Brighthouse Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Some concern is raised, as the threshold and maximum goals under the STI program and forward-looking goals under the LTI program remain undisclosed. Additionally, the normalized statutory earnings target was set below the prior year's actual result, and a loss in respect of the metric resulted in payouts. However, the STI program is based on pre-set financial metrics, equity awards are primarily performance-based with multi-year goals, and the CEO's total pay is expected to stay at a reasonable level. Nevertheless, close shareholder monitoring of incentive payouts 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	05/25/2021	Auto-Approved	05/25/2021	680	680
Total Shares:							680	680

Discovery, Inc.

Meeting Date: 06/10/2021	Country: USA	Primary Security ID: 25470F104	Meeting ID: 1542299
Record Date: 04/12/2021	Meeting Type: Annual	Ticker: DISCA	
Primary CUSIP: 25470F104	Primary ISIN: US25470F1049	Primary SEDOL: B3D7K31	Proxy Level: 1
	Shares Voted: 648	Votable Shares: 648	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 648	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert R. Beck	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent directors Robert Beck and J. David Wargo due to poor stewardship of the compensation program and repeated failures to address perennial concerns. In addition, the company did not adequately respond to last year's say-on-pay vote.</i></p>							
1.2	Elect Director Robert L. Johnson	Mgmt	Yes	For	For	Withhold	Withhold
<p><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></p>							
1.3	Elect Director J. David Wargo	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><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. WITHHOLD votes are warranted for incumbent directors Robert Beck and J. David Wargo due to poor stewardship of the compensation program and repeated failures to address perennial concerns. In addition, the company did not adequately respond to last year's say-on-pay vote.</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 2.65 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Discovery, 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	05/28/2021	Auto-Approved	05/28/2021	648	648
Total Shares:							648	648

Dollar Tree, Inc.

Meeting Date: 06/10/2021	Country: USA	Primary Security ID: 256746108	Meeting ID: 1536780
Record Date: 04/09/2021	Meeting Type: Annual	Ticker: DLTR	
Primary CUSIP: 256746108	Primary ISIN: US2567461080	Primary SEDOL: 2272476	Proxy Level: 3
	Shares Voted: 202	Votable Shares: 202	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 202	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Arnold S. Barron	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Gregory M. Bridgeford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Thomas W. Dickson	Mgmt	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 Lemuel E. 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 Jeffrey G. Naylor	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 Winnie Y. Park	Mgmt	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 Bob Sasser	Mgmt	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 Stephanie P. Stahl	Mgmt	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 Carrie A. Wheeler	Mgmt	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Dollar Tree, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Thomas E. Whiddon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Michael A. Witynski	Mgmt	Yes	For	For	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 discretion was used to determine the annual incentives' payout design, the rationale for introducing equity appears reasonable. Further, the committee did not exercise any discretion to the closing-equity awards and the long-term incentives are entirely performance based.</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	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	05/27/2021	Auto-Approved	05/27/2021	202	202
Total Shares:							202	202

GrubHub Inc.

Meeting Date: 06/10/2021	Country: USA	Primary Security ID: 400110102	Meeting ID: 1545749
Record Date: 04/27/2021	Meeting Type: Special	Ticker: GRUB	
Primary CUSIP: 400110102	Primary ISIN: US4001101025	Primary SEDOL: BKY7XF2	Proxy Level: 5
	Shares Voted: 84	Votable Shares: 84	*Shares on Loan: 0
			Shares Instructed: 84
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 sales process appears thorough, shareholders are receiving a meaningful premium to the unaffected date, the strategic rationale is sound, and the equity consideration allows GRUB shareholders to participate in the potential upside of the combined company. As such, support FOR the proposed 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. Cash severance is double trigger and reasonably based, and no excise tax gross-ups are payable. Further, all outstanding equity will only vest upon a qualifying termination.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

GrubHub 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 agenda item is warranted as the underlying transaction warrants 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	05/28/2021	Auto-Approved	05/28/2021	84	84
Total Shares:							84	84	

LHC Group, Inc.

Meeting Date: 06/10/2021	Country: USA	Primary Security ID: 50187A107	Meeting ID: 1539288
Record Date: 04/13/2021	Meeting Type: Annual	Ticker: LHCG	
Primary CUSIP: 50187A107	Primary ISIN: US50187A1079	Primary SEDOL: B06DT50	Proxy Level: 3
Shares Voted: 606		Votable Shares: 606	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 606

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director Keith G. Myers	Mgmt	Yes	For	For	Withhold	Withhold		
Voting Policy Rationale: Less than 30% of the board is diverse.									
1.2	Elect Director Ronald T. Nixon	Mgmt	Yes	For	For	Withhold	Withhold		
Voting Policy Rationale: Less than 30% of the board is diverse.									
1.3	Elect Director W. Earl Reed, III	Mgmt	Yes	For	For	Withhold	Withhold		
Voting Policy Rationale: Less than 30% of the board is diverse.									
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.									
3	Ratify 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	05/20/2021	Auto-Approved	05/20/2021	606	606
Total Shares:								606	606

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

LHC Group, Inc.

Monolithic Power Systems, Inc.

Meeting Date: 06/10/2021	Country: USA	Primary Security ID: 609839105	Meeting ID: 1542252
Record Date: 04/19/2021	Meeting Type: Annual	Ticker: MPWR	
Primary CUSIP: 609839105	Primary ISIN: US6098391054	Primary SEDOL: B01Z7J1	Proxy Level: 3
	Shares Voted: 401	Votable Shares: 401	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 401

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eugen Elmiger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Jeff Zhou	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify 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: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives were earned based on a pre-set financial goal and equity awards are entirely performance contingent.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/02/2021	Auto-Approved	06/02/2021	401	401
Total Shares:							401	401

Nektar Therapeutics

Meeting Date: 06/10/2021	Country: USA	Primary Security ID: 640268108	Meeting ID: 1542254
Record Date: 04/12/2021	Meeting Type: Annual	Ticker: NKTR	
Primary CUSIP: 640268108	Primary ISIN: US6402681083	Primary SEDOL: 2454445	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Nektar Therapeutics

Total Ballots: 1		Shares Voted: 329	Votable Shares: 329		*Shares on Loan: 0	Shares Instructed: 329	
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeff Ajer	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
1b	Elect Director Robert B. Chess	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
1c	Elect Director Roy A. Whitfield	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	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.							
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 1.42 percent of the fees paid to the auditor are for non-audit purposes.							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Annual incentives are primarily based on pre-set metrics, and the company improved disclosure of individual assessments. In addition, the majority of LTI equity awards are now performance conditioned, following the addition of TSR-based PSUs. Continued monitoring is warranted nevertheless, as two NEOs receive relatively high salaries and the relative TSR goals are undisclosed for the new PSUs, with no disclosed cap on the TSR awards in the event of negative shareholder returns.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/27/2021	Auto-Approved	05/27/2021	329	329
Total Shares:							329	329

Reata Pharmaceuticals, Inc.

Meeting Date: 06/10/2021	Country: USA	Primary Security ID: 75615P103	Meeting ID: 1541839
Record Date: 04/15/2021	Meeting Type: Annual	Ticker: RETA	
Primary CUSIP: 75615P103	Primary ISIN: US75615P1030	Primary SEDOL: BYY9FX8	Proxy Level: 3
	Shares Voted: 461	Votable Shares: 461	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 461

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William D. McClellan, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Reata Pharmaceuticals, 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. WITHHOLD votes are warranted for director nominees William (Bill) McClellan Jr. and William Rose 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 William E. Rose	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for director nominees William (Bill) McClellan Jr. and William Rose 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 due to the following reasons:- The annual bonus payouts, although informed by company performance, appear to be primarily based on the compensation committee's discretionary assessment of performance. In addition, while the CEO's annual equity grant is predominantly in performance-conditioned stock options, the grant value of the award is outsized and the performance period is not clearly defined; and- The provision for automatic accelerated vesting of equity awards upon a change-in-control event and a lack of all the following risk-mitigating features: clawback policy, stock ownership guidelines, and stock holding requirements.</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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/28/2021	Auto-Approved	05/28/2021	461	461
Total Shares:							461	461

Sage Therapeutics, Inc.

Meeting Date: 06/10/2021	Country: USA	Primary Security ID: 78667J108	Meeting ID: 1541394
Record Date: 04/13/2021	Meeting Type: Annual	Ticker: SAGE	
Primary CUSIP: 78667J108	Primary ISIN: US78667J1088	Primary SEDOL: BP4GNK9	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 Elizabeth (Liz) Barrett	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 Elizabeth (Liz) Barrett, Geno Germano, and Steven Paul 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Sage Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Geno Germano	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 Elizabeth (Liz) Barrett, Geno Germano, and Steven Paul 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. WITHHOLD votes are further warranted for Nominating and Corporate Governance Committee Chair Geno Germano due to the board's adoption of an unduly restrictive exclusive forum provision, which has not been submitted to a shareholder vote.</i>							
1.3	Elect Director Steven Paul	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 Elizabeth (Liz) Barrett, Geno Germano, and Steven Paul 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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.47 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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted in light of pay-for-performance concerns and limited responsiveness. Following low say-on-pay support last year, the company contacted the majority of its shareholder base and disclosed investors' feedback. The board agreed to adopt stock ownership guidelines for non-employee directors, and the majority of the incoming CEO's initial equity award is performance based. However, no forward-looking commitments or changes to the executive pay program were made in response to the feedback. Further, while LTI goal disclosure somewhat improved, annual equity awards remained predominantly time-vesting and NEOs received additional time-based option awards.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/26/2021	Auto-Approved	05/26/2021	100	100
Total Shares:							100	100

Semtech Corporation

Meeting Date: 06/10/2021	Country: USA	Primary Security ID: 816850101	Meeting ID: 1542365
Record Date: 04/16/2021	Meeting Type: Annual	Ticker: SMTC	
Primary CUSIP: 816850101	Primary ISIN: US8168501018	Primary SEDOL: 2795542	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,784	Votable Shares: 1,784	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,784

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Martin S.J. Burvill	Mgmt	Yes	For	For	For	For

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 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
<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 Paula LuPriore	Mgmt	Yes	For	For	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 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>							
1.10	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 6.06 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 as no significant concerns were identified and pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/24/2021	Auto-Approved	05/24/2021	1,784	1,784
Total Shares:							1,784	1,784

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Brookfield Asset Management Inc.

Meeting Date: 06/11/2021	Country: Canada	Primary Security ID: 112585104	Meeting ID: 1523978
Record Date: 04/23/2021	Meeting Type: Annual	Ticker: BAM.A	
Primary CUSIP: 112585104	Primary ISIN: CA1125851040	Primary SEDOL: 2092599	Proxy Level: 3
	Shares Voted: 1,588	Votable Shares: 1,588	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,588

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director M. Elyse Allan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									
1.2	Elect Director Angela F. Braly	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									
1.3	Elect Director Janice Fukakusa	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									
1.4	Elect Director Maureen Kempston Darkes	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									
1.5	Elect Director Frank J. McKenna	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									
1.6	Elect Director Hutham S. Olayan	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									
1.7	Elect Director Seek Ngee Huat	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									
1.8	Elect Director Diana L. Taylor	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.									
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For		
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For		
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/26/2021	Auto-Approved	05/26/2021	1,588	1,588
Total Shares:								1,588	1,588

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

ESH Hospitality, Inc.

Meeting Date: 06/11/2021	Country: USA	Primary Security ID: 26907Y104	Meeting ID: 1537901
Record Date: 04/19/2021	Meeting Type: Special	Ticker: N/A	
Primary CUSIP: 26907Y104	Primary ISIN: US26907Y1047	Primary SEDOL: N/A	Proxy Level: 5
	Shares Voted: 1,836	Votable Shares: 1,836	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,836

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: In light of the revised terms, shareholders are advised to vote FOR the proposed transaction, with caution.</i>							
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Cash severance is double trigger and reasonably based; however, recent agreements provide for excise tax gross ups. Further, while a portion of the CEO's unvested equity will be cancelled on the effective date, all other equity awards will accelerate in connection with the merger.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/04/2021	Auto-Approved	06/04/2021	1,836	1,836
Total Shares:							1,836	1,836

Extended Stay America, Inc.

Meeting Date: 06/11/2021	Country: USA	Primary Security ID: 30224P200	Meeting ID: 1538008
Record Date: 04/19/2021	Meeting Type: Proxy Contest	Ticker: STAY	
Primary CUSIP: 30224P200	Primary ISIN: US30224P2002	Primary SEDOL: BGH3F75	Proxy Level: 6
	Shares Voted: 1,836	Votable Shares: 1,836	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,836

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Proxy (White Proxy Card)	Mgmt	No				
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: In light of the revised terms, shareholders are advised to vote FOR the proposed transaction, with caution.</i>							
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Cash severance is double trigger and reasonably based; however, recent agreements provide for excise tax gross ups. Further, while a portion of the CEO's unvested equity will be cancelled on the effective date, all other equity awards will accelerate in connection with the merger.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
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Extended Stay America, 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
<i>Voting Policy Rationale: A vote FOR this item is warranted.</i>							
	Dissident Proxy (Gold Proxy Card)	Mgmt	No				
1	Approve Merger Agreement	Mgmt	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
3	Adjourn Meeting	Mgmt	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/04/2021	Auto-Approved	06/04/2021	1,836	1,836
Total Shares:							1,836	1,836

Iovance Biotherapeutics, Inc.

Meeting Date: 06/11/2021	Country: USA	Primary Security ID: 462260100	Meeting ID: 1539395
Record Date: 04/19/2021	Meeting Type: Annual	Ticker: IOVA	
Primary CUSIP: 462260100	Primary ISIN: US4622601007	Primary SEDOL: BF0DMK7	Proxy Level: 3
	Shares Voted: 1,626	Votable Shares: 1,626	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,626	

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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- The provision for automatic accelerated vesting of equity awards upon a change-in-control event;- A lack of all of the following risk-mitigating features: a clawback policy, stock ownership guidelines, and stock holding requirements; and- Equity awards to the CEO that lack any performance-contingent pay elements.</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 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	05/17/2021	Auto-Approved	05/17/2021	1,626	1,626
Total Shares:							1,626	1,626

Switch, Inc.

Meeting Date: 06/11/2021	Country: USA	Primary Security ID: 87105L104	Meeting ID: 1541985
Record Date: 04/14/2021	Meeting Type: Annual	Ticker: SWCH	
Primary CUSIP: 87105L104	Primary ISIN: US87105L1044	Primary SEDOL: BF2YWK8	Proxy Level: 3
Total Ballots: 1	Shares Voted: 249	Votable Shares: 249	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 249

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rob 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>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
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Switch, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Angela Archon	Mgmt	Yes	For	For	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 Liane Pelletier	Mgmt	Yes	For	For	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 Zareh Sarrafian	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent governance committee members Zareh Sarrafian and Donald Snyder 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>							
1.5	Elect Director Kim Sheehy	Mgmt	Yes	For	For	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 Donald D. Snyder	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent governance committee members Zareh Sarrafian and Donald Snyder 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>							
1.7	Elect Director Tom 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>							
1.8	Elect Director Bryan 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>							
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	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- High CEO pay in relation to company peer group CEO median pay levels- High CEO pay relative to company performance compared to the company's peers</i>							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/28/2021	Auto-Approved	05/28/2021	249	249
Total Shares:							249	249

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Alkermes Plc

Meeting Date: 06/14/2021	Country: Ireland	Primary Security ID: G01767105	Meeting ID: 1543798
Record Date: 03/19/2021	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 David A. Daglio, Jr.	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 Nancy L. Snyderman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Frank Anders 'Andy' Wilson	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 Nancy J. Wysenski	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 committee demonstrated adequate responsiveness to last year's low say-on-pay support, by engaging with a majority of the shareholder base, disclosing the feedback received, and making pay-program changes in response to investor concerns. In addition to implementing previously disclosed improvements, the company revised its peer group in late 2020, included ESG goals in the STIP, and added targets related to the Value Enhancement Plan in the 2021 LTIP. The CEO's annual incentive is entirely based on pre-set corporate metrics, and slightly over half of his LTI award is conditioned on multi-year performance. Continued monitoring is warranted, as forward-looking targets were not disclosed for the 2020 LTI program, which inhibits an informed assessment of the goal rigor.</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 16.49 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	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>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/02/2021	Auto-Approved	06/02/2021	253	253
Total Shares:							253	253

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Alkermes Plc

General Motors Company

Meeting Date: 06/14/2021	Country: USA	Primary Security ID: 37045V100	Meeting ID: 1542174
Record Date: 04/15/2021	Meeting Type: Annual	Ticker: GM	
Primary CUSIP: 37045V100	Primary ISIN: US37045V1008	Primary SEDOL: B665KZ5	Proxy Level: 3
	Shares Voted: 2,354	Votable Shares: 2,354	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,354

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. Miscik	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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 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>						
1j	Elect Director Mark A. 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>						
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>						
1l	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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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. The majority of the CEO's pay is conditioned on objective financial performance metrics, with the majority of the company's equity grants vesting according to clearly disclosed long-term performance goals. Additionally, the CEO's annual incentive award was earned below target for the year in review, aligned with company performance.</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 7.41 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 GHG Emissions Targets as a Performance Element of Executive Compensation	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Incorporating climate-related performance measures, including GHG emissions reduction metrics, as a broader component of senior executive pay setting decision-making would serve to further incentivize executives to ensure that company performance on environmental, social and sustainability considerations, alongside financial factors, is appropriately aligned with management's interests, the firm's stated commitments to sustainability, and long-term corporate strategy.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/27/2021	Auto-Approved	05/27/2021	2,354	2,354
Total Shares:							2,354	2,354

Rocket Pharmaceuticals, Inc.

Meeting Date: 06/14/2021	Country: USA	Primary Security ID: 77313F106	Meeting ID: 1542360
Record Date: 04/16/2021	Meeting Type: Annual	Ticker: RCKT	
Primary CUSIP: 77313F106	Primary ISIN: US77313F1066	Primary SEDOL: BDFKQ07	Proxy Level: 3
Total Ballots: 1	Shares Voted: 1,050	Votable Shares: 1,050	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 1,050

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Roderick Wong	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. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Rocket Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Carsten Boess	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Pedro Granadillo	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for governance committee members Pedro Granadillo, Gotham Makker, and Naveen Yalamanchi 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>							
1d	Elect Director Gotham Makker	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for governance committee members Pedro Granadillo, Gotham Makker, and Naveen Yalamanchi 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>							
1e	Elect Director Gaurav Shah	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director David P. Southwell	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Naveen Yalamanchi	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. WITHHOLD votes are warranted for governance committee members Pedro Granadillo, Gotham Makker, and Naveen Yalamanchi 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>							
1h	Elect Director Elisabeth Bjork	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify EisnerAmper LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.93 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/25/2021	Auto-Approved	05/25/2021	1,050	1,050

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Rocket Pharmaceuticals, Inc.

Total Shares: 1,050 1,050

Roper Technologies, Inc.

Meeting Date: 06/14/2021 **Country:** USA **Primary Security ID:** 776696106 **Meeting ID:** 1541393
Record Date: 04/19/2021 **Meeting Type:** Annual **Ticker:** ROP

Primary CUSIP: 776696106 **Primary ISIN:** US7766961061 **Primary SEDOL:** 2749602 **Proxy Level:** 3

Shares Voted: 603 **Votable Shares:** 603 ***Shares on Loan:** 0 **Shares Instructed:** 603

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

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 Amy Woods Brinkley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director John F. Fort, 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>						
1.4	Elect Director L. Neil Hunn	Mgmt	Yes	For	For	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 D. 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>						
1.6	Elect Director Laura G. Thatcher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Richard 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>						
1.8	Elect Director Christopher Wright	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 CEO pay and company performance are reasonably aligned at this time. The majority of the CEO's compensation is based on objective performance metrics, and the majority of equity awards are conditioned on clearly disclosed multi-year performance goals.</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 4.14 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Roper Technologies, Inc.

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	05/19/2021	Auto-Approved	05/19/2021	603	603
Total Shares:								603	603

Caesars Entertainment, Inc.

Meeting Date: 06/15/2021	Country: USA	Primary Security ID: 12769G100	Meeting ID: 1540605
Record Date: 04/16/2021	Meeting Type: Annual	Ticker: CZR	
Primary CUSIP: 12769G100	Primary ISIN: US12769G1004	Primary SEDOL: BMWWGB0	Proxy Level: 3
	Shares Voted: 1,503	Votable Shares: 1,503	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,503

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: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1.2	Elect Director Bonnie S. Biumi	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 Jan Jones Blackhurst	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>							
1.4	Elect Director Frank J. Fahrenkopf	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>							
1.5	Elect Director Don R. Kornstein	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 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.</i>							
1.7	Elect Director Michael E. Pegram	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Caesars Entertainment, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Thomas R. Reeg	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 David P. Tomick	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 reasonably aligned at this time. The CEO received no annual incentive award and the additional one-time equity awards granted following the completion of the merger are primarily conditioned on the company's TSR performance relative to peers.</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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</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 only 3.96 percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the proposed increase in authorized shares of common stock is reasonable and there are no substantial concerns about the company's past use of shares.</i>							
6	Authorize New Class of Preferred Stock	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Management has not specifically stated that the shares may not be used for antitakeover purposes and has failed to provide a specific financing purpose for the shares. Therefore, the possibility that they will be used for management entrenchment purposes is considered to outweigh any potential benefits that they would bring.</i>							

Ballot Details

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	05/21/2021	Auto-Approved	05/21/2021	1,503	1,503
Total Shares:							1,503	1,503

eBay Inc.

Meeting Date: 06/15/2021	Country: USA	Primary Security ID: 278642103	Meeting ID: 1537873
Record Date: 04/19/2021	Meeting Type: Annual	Ticker: EBAY	
Primary CUSIP: 278642103	Primary ISIN: US2786421030	Primary SEDOL: 2293819	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

eBay Inc.

Total Ballots: 1		Shares Voted: 130	Votable Shares: 130		*Shares on Loan: 0	Shares Instructed: 130	
Voting Policy: UUA							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony J. Bates	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Adriane M. Brown	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Diana Farrell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Logan D. Green	Mgmt	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 Bonnie S. Hammer	Mgmt	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 E. Carol Hayles	Mgmt	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 Jamie Iannone	Mgmt	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 Kathleen C. Mitic	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Matthew J. Murphy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Paul S. Pressler	Mgmt	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 Mohak Shroff	Mgmt	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 Robert H. Swan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1m	Elect Director Perry M. Traquina	Mgmt	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 20.71 percent of the fees paid to the auditor are for non-audit purposes.							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

eBay Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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. The annual, long-term and CEO new-hire equity awards are all primarily performance-based with performance shares relying on multi-year performance periods. However, future compensation levels require further monitoring in light of the limited disclosure of individual performance terms.</i>							
4	Improve Principles of Executive Compensation Program	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. While the company provides disclosure surrounding its executive compensation setting process, inclusion of CEO pay ratios and other factors to executive compensation programs 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>							
5	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	05/27/2021	Auto-Approved	05/27/2021	130	130
Total Shares:							130	130

Match Group, Inc.

Meeting Date: 06/15/2021	Country: USA	Primary Security ID: 57667L107	Meeting ID: 1542332
Record Date: 04/16/2021	Meeting Type: Annual	Ticker: MTCH	
Primary CUSIP: 57667L107	Primary ISIN: US57667L1070	Primary SEDOL: BK80XH9	Proxy Level: 3
	Shares Voted: 6,468	Votable Shares: 6,468	*Shares on Loan: 0
			Shares Instructed: 6,468
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 Wendi Murdoch	Mgmt	Yes	For	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 H. Schiffman	Mgmt	Yes	For	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 S. Seymon	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Match Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
2	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 432 of the Internal Revenue Code.								
3	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
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	06/01/2021	Auto-Approved	06/01/2021	6,468	6,468
Total Shares:							6,468	6,468

MetLife, Inc.

Meeting Date: 06/15/2021	Country: USA	Primary Security ID: 59156R108	Meeting ID: 1540989
Record Date: 04/22/2021	Meeting Type: Annual	Ticker: MET	
Primary CUSIP: 59156R108	Primary ISIN: US59156R1086	Primary SEDOL: 2573209	Proxy Level: 3
Shares Voted: 1,203		Votable Shares: 1,203	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,203

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl W. Grise	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Carlos M. Gutierrez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Gerald L. Hassell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director David L. Herzog	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director R. Glenn Hubbard	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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
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	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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	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 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 6.75 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 company did not adjust the annual and long-term performance goals due to the COVID-19 pandemic. Annual incentives were based on pre-set financial goals and individual performance assessments. A majority of long-term incentives took the form of performance shares utilizing a multi-year performance period.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/02/2021	Auto-Approved	06/02/2021	1,203	1,203
Total Shares:							1,203	1,203

Monster Beverage Corporation

Meeting Date: 06/15/2021	Country: USA	Primary Security ID: 61174X109	Meeting ID: 1540614
Record Date: 04/22/2021	Meeting Type: Annual	Ticker: MNST	
Primary CUSIP: 61174X109	Primary ISIN: US61174X1090	Primary SEDOL: BZ07BW4	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Monster Beverage Corporation

Shares Voted: 356 **Votable Shares:** 356 ***Shares on Loan:** 0 **Shares Instructed:** 356
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 Rodney C. Sacks	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.2	Elect Director Hilton H. Schlosberg	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.3	Elect Director Mark J. Hall	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.4	Elect Director James L. Dinkins	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.5	Elect Director Gary P. Fayard	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.6	Elect Director Jeanne P. Jackson	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.7	Elect Director Steven G. Pizula	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. 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 Benjamin M. Polk	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1.9	Elect Director Mark S. Vidergauz	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. 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 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 39.35 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. The company made meaningful changes to both the short- and long-term incentive programs for FY20. Annual incentives were based primarily on a pre-set financial metric and long-term incentives included performance-conditioned equity awards measured over multiple years and tied to company financial performance. Moreover, a larger portion of equity awards for FY21 will consist of performance-based equity.</i>						

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

Monster Beverage Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	Annual Vote and Report on Climate Change	SH	Yes	Against	Against	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	06/02/2021	Auto-Approved	06/02/2021	269	269
Socially Responsible Investing, 6728029075		6728029075	Confirmed	Auto-Instructed	06/02/2021	Auto-Approved	06/02/2021	87	87
Total Shares:								356	356

Proofpoint, Inc.

Meeting Date: 06/15/2021	Country: USA	Primary Security ID: 743424103	Meeting ID: 1542355
Record Date: 04/15/2021	Meeting Type: Annual	Ticker: PFPT	
Primary CUSIP: 743424103	Primary ISIN: US7434241037	Primary SEDOL: B6VDQC3	Proxy Level: 3
	Shares Voted: 1,068	Votable Shares: 1,068	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 1,068

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dana Evan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Kristen Gil	Mgmt	Yes	For	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 Gary Steele	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
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. Certain issues under the incentive programs raise some concern. Specifically, incentive programs utilize relatively short performance periods with the STI based on quarterly periods and FY20 PSUs based on annual goals. Additionally, the proxy discloses annual targets rather than quarterly targets under the STI program, and the threshold goals for the PSUs remain undisclosed. However, the STI program is primarily based on financial metrics and the majority of the CEO's equity awards are performance-based. Further, incentive program payouts for FY20 were below target, aligned with relatively lagging TSR performance. Nevertheless, close monitoring of pay outcomes is warranted.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 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 16.84 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	05/28/2021	Auto-Approved	05/28/2021	36	36
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	05/28/2021	Auto-Approved	05/28/2021	1,032	1,032
Total Shares:								1,068	1,068

Pure Storage, Inc.

Meeting Date: 06/15/2021	Country: USA	Primary Security ID: 74624M102	Meeting ID: 1543524
Record Date: 04/16/2021	Meeting Type: Annual	Ticker: PSTG	
Primary CUSIP: 74624M102	Primary ISIN: US74624M1027	Primary SEDOL: BYZ62T3	Proxy Level: 3
	Shares Voted: 762	Votable Shares: 762	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 762	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeff Rothschild	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 director nominees Jeffrey (Jeff) Rothschild, Anita Sands, and Susan (Sue) Taylor 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 Anita Sands	Mgmt	Yes	For	Withhold	Withhold	Withhold
<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. WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Rothschild, Anita Sands, and Susan (Sue) Taylor 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 Susan Taylor	Mgmt	Yes	For	Withhold	Withhold	Withhold
<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. WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Rothschild, Anita Sands, and Susan (Sue) Taylor 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: 07/01/2020 to 06/30/2021
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Pure Storage, 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	Against	Against		
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 30.23 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 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	05/28/2021	Auto-Approved	05/28/2021	762	762
Total Shares:								762	762

Square, Inc.

Meeting Date: 06/15/2021	Country: USA	Primary Security ID: 852234103	Meeting ID: 1541399
Record Date: 04/22/2021	Meeting Type: Annual	Ticker: SQ	
Primary CUSIP: 852234103	Primary ISIN: US8522341036	Primary SEDOL: BYNZGK1	Proxy Level: 3
Shares Voted: 5,910	Votable Shares: 5,910	*Shares on Loan: 0	Shares Instructed: 5,910
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Randy Garutti	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 director nominees Randy Garutti, Mary Meeker, Lawrence (Larry) Summers, and Darren Walker 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 both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Mary Meeker	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Randy Garutti, Mary Meeker, Lawrence (Larry) Summers, and Darren Walker 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 both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Lawrence Summers	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Randy Garutti, Mary Meeker, Lawrence (Larry) Summers, and Darren Walker 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 both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
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 Institution Account(s): All Institution Accounts

Square, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Darren Walker	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 director nominees Randy Garutti, Mary Meeker, Lawrence (Larry) Summers, and Darren Walker 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 both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the acceleration of NEO Reses' equity upon voluntary termination is a problematic pay practice.</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 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>							
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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	06/03/2021	Auto-Approved	06/03/2021	5,910	5,910
Total Shares:							5,910	5,910

Antero Resources Corporation

Meeting Date: 06/16/2021	Country: USA	Primary Security ID: 03674X106	Meeting ID: 1539956
Record Date: 04/20/2021	Meeting Type: Annual	Ticker: AR	
Primary CUSIP: 03674X106	Primary ISIN: US03674X1063	Primary SEDOL: BFD2WR8	Proxy Level: 3
Total Ballots: 1	Shares Voted: 4,451	Votable Shares: 4,451	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 4,451

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Howard Keenan, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Antero Resources Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.2	Elect Director Jacqueline C. Mutschler	Mgmt	Yes	For	For	Withhold	Withhold		
Voting Policy Rationale: The board does not include at least one minority director.									
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: 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
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/28/2021	Auto-Approved	05/28/2021	4,451	4,451
Total Shares:								4,451	4,451

Autodesk, Inc.

Meeting Date: 06/16/2021	Country: USA	Primary Security ID: 052769106	Meeting ID: 1543068
Record Date: 04/19/2021	Meeting Type: Annual	Ticker: ADSK	
Primary CUSIP: 052769106	Primary ISIN: US0527691069	Primary SEDOL: 2065159	Proxy Level: 3
Shares Voted: 75	Votable Shares: 75	*Shares on Loan: 0	Shares Instructed: 75
Total Ballots: 1	Voting Policy: UUA		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrew Anagnost	Mgmt	Yes	For	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 Blasing	Mgmt	Yes	For	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 Reid French	Mgmt	Yes	For	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 Ayanna Howard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Blake Irving	Mgmt	Yes	For	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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Autodesk, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Mary T. McDowell	Mgmt	Yes	For	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 Stephen Milligan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Lorrie M. Norrington	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Elizabeth (Betsy) Rafael	Mgmt	Yes	For	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 Stacy 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>							
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 4.84 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. While annual and long-term incentives utilize an overlapping metric, which risks rewarding executives with duplicative payouts for the same achievement, both plans are sufficiently performance-based. A majority of long-term incentives were performance-conditioned and measured over multi-year periods. In addition, the compensation committee exercised negative discretion to annual incentive payouts in light of the impact of COVID-19.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/04/2021	Auto-Approved	06/04/2021	75	75
Total Shares:							75	75

Best Buy Co., Inc.

Meeting Date: 06/16/2021	Country: USA	Primary Security ID: 086516101	Meeting ID: 1543564
Record Date: 04/19/2021	Meeting Type: Annual	Ticker: BBY	
Primary CUSIP: 086516101	Primary ISIN: US0865161014	Primary SEDOL: 2094670	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Best Buy Co., Inc.

Shares Voted: 141

Votable Shares: 141

*Shares on Loan: 0

Shares Instructed: 141

Total Ballots: 1

Voting Policy: UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote 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 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>						
1e	Elect Director Mario J. Marte	Mgmt	Yes	For	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 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>						
1k	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. Annual incentive payouts were made at target and determined by strategic objectives over the second half of the year because of the impact on the company's business from the COVID-19 pandemic. The majority of long-term equity awards were performance-based and utilize financial metrics measured over a multi-year performance period. As such, pay and performance are reasonably aligned for the year in review.</i>						

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For		
Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	06/04/2021	Auto-Approved	06/04/2021	141	141
Total Shares:							141	141	

Fidelity National Financial, Inc.

Meeting Date: 06/16/2021	Country: USA	Primary Security ID: 31620R303	Meeting ID: 1539964
Record Date: 04/19/2021	Meeting Type: Annual	Ticker: FNF	
Primary CUSIP: 31620R303	Primary ISIN: US31620R3030	Primary SEDOL: BNBRRDD4	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 Raymond R. Quirk	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Sandra D. Morgan	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director Heather H. Murren	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director John D. Rood	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 CEO pay and company performance are reasonably aligned at this time. The company continues to grant entirely performance-conditioned equity awards and the COVID-related adjustments to the annual incentive plan and the corresponding maximum level payouts are clearly disclosed.</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 1.79 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Fidelity National Financial, 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	06/02/2021	Auto-Approved	06/02/2021	573	573
Total Shares:							573	573

Ingersoll Rand Inc.

Meeting Date: 06/16/2021 **Country:** USA **Primary Security ID:** 45687V106 **Meeting ID:** 1541358
Record Date: 04/20/2021 **Meeting Type:** Annual **Ticker:** IR

Primary CUSIP: 45687V106 **Primary ISIN:** US45687V1061 **Primary SEDOL:** BL5GZ82 **Proxy Level:** 3

Shares Voted: 168 **Votable Shares:** 168 ***Shares on Loan:** 0 **Shares Instructed:** 168
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>							
2	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation	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>							
3	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							
4	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 40.15 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns:- A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and- Excessive differentials between CEO pay and the pay of other named executive officers at the firm.</i>							
If Proposal 1 is Approved, Elect Ten Director Nominees		Mgmt	No				
6a.1	Elect Director Peter M. Stavros	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ingersoll Rand Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6a.2	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 both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
6a.3	Elect Director Elizabeth Centoni	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
6a.4	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 both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
6a.5	Elect Director Gary D. Forsee	Mgmt	Yes	For	For	For	For
	<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 both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
6a.6	Elect Director John Humphrey	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 both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
6a.7	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>						
6a.8	Elect Director Vicente Reynal	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
6a.9	Elect Director Joshua T. Weisenbeck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
6a.10	Elect Director Tony L. White	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
	If Proposal 1 is Not Approved, Elect Four Class I Director Nominees	Mgmt	No				
6b.11	Elect Director Peter M. Stavros	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
6b.12	Elect Director Elizabeth Centoni	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
6b.13	Elect Director Gary D. Forsee	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>						
6b.14	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>						

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

Ingersoll Rand 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	06/03/2021	Auto-Approved	06/03/2021	168	168
Total Shares:							168	168

NanoString Technologies, Inc.

Meeting Date: 06/16/2021	Country: USA	Primary Security ID: 63009R109	Meeting ID: 1540514
Record Date: 04/20/2021	Meeting Type: Annual	Ticker: NSTG	
Primary CUSIP: 63009R109	Primary ISIN: US63009R1095	Primary SEDOL: BBL59X6	Proxy Level: 3
	Shares Voted: 1,319	Votable Shares: 1,319	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,319	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elisha W. Finney	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Gregory Norden	Mgmt	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 Janet George	Mgmt	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 Charles P. Waite	Mgmt	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 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. While the company reduced the performance metrics for the 2019 PSUs in connection with the pandemic, such adjustment is deemed reasonable given that the pandemic affected the entire performance period (2020) and given that the awards were capped and earned below target. In addition, the compensation committee demonstrated sufficient responsiveness to shareholder concerns following last year's low say-on-pay vote result. Further, 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	06/01/2021	Auto-Approved	06/01/2021	1,319	1,319
Total Shares:							1,319	1,319

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

NanoString Technologies, Inc.

Twilio Inc.

Meeting Date: 06/16/2021	Country: USA	Primary Security ID: 90138F102	Meeting ID: 1536415
Record Date: 04/19/2021	Meeting Type: Annual	Ticker: TWLO	
Primary CUSIP: 90138F102	Primary ISIN: US90138F1021	Primary SEDOL: BD6P5Q0	Proxy Level: 3
	Shares Voted: 2,505	Votable Shares: 2,505	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 2,505

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeff Lawson	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Jeff Lawson, Jeffrey (Jeff) Epstein, and Byron Deeter 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. WITHHOLD votes are further warranted for Nominating and Corporate Governance Committee member Byron Deeter due to the board's adoption of an unduly restrictive federal forum selection bylaw, which has not been submitted to a shareholder vote.</i>							
1.2	Elect Director Byron Deeter	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Jeff Lawson, Jeffrey (Jeff) Epstein, and Byron Deeter 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. WITHHOLD votes are further warranted for Nominating and Corporate Governance Committee member Byron Deeter due to the board's adoption of an unduly restrictive federal forum selection bylaw, which has not been submitted to a shareholder vote.</i>							
1.3	Elect Director Jeffrey Epstein	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Jeff Lawson, Jeffrey (Jeff) Epstein, and Byron Deeter 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. WITHHOLD votes are further warranted for Nominating and Corporate Governance Committee member Byron Deeter due to the board's adoption of an unduly restrictive federal forum selection bylaw, which has not been submitted to a shareholder vote.</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 1.78 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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Amid strong TSR performance, the CEO's total pay remained elevated. Although the CEO's base salary is relatively low and there is no STI program, his equity grant value exceeds the median total CEO pay of the peers. Additionally, the committee does not utilize an STI program and long-term incentives are entirely time-vesting, while investors generally expect incentive awards to be based on pre-set rigorous performance criteria.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/02/2021	Auto-Approved	06/02/2021	45	45

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
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Twilio 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	06/02/2021	Auto-Approved	06/02/2021	2,460	2,460
Total Shares:							2,505	2,505

BridgeBio Pharma, Inc.

Meeting Date: 06/17/2021	Country: USA	Primary Security ID: 10806X102	Meeting ID: 1542289
Record Date: 05/07/2021	Meeting Type: Annual	Ticker: BBIO	
Primary CUSIP: 10806X102	Primary ISIN: US10806X1028	Primary SEDOL: BK1KWG8	Proxy Level: 3
	Shares Voted: 1,188	Votable Shares: 1,188	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,188

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eric Aguiar	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for director nominees Eric Aguiar, Jennifer Cook, and Ali Satvat 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 Ali Satvat	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for director nominees Eric Aguiar, Jennifer Cook, and Ali Satvat 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 Jennifer E. Cook	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for director nominees Eric Aguiar, Jennifer Cook, and Ali Satvat 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	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 performance goals for the annual bonuses were provided, specific performance targets, per-metric weightings, and achieved results are not disclosed. In addition, it appears final payouts are subjectively determined as a formulaic approach to payouts was not provided. Further, although the CEO's equity awards were reduced compared to the prior year, the total value of his awards was nearly two times larger than the total pay for CEO's in the company-selected peer group based on Social Advisory Services' valuation. Moreover, the CEO's awards were delivered entirely in time-vesting equity.							
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.							

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BridgeBio Pharma, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
4	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
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	06/07/2021	Auto-Approved	06/07/2021	1,188	1,188
Total Shares:							1,188	1,188	

Delta Air Lines, Inc.

Meeting Date: 06/17/2021	Country: USA	Primary Security ID: 247361702	Meeting ID: 1542471
Record Date: 04/30/2021	Meeting Type: Annual	Ticker: DAL	
Primary CUSIP: 247361702	Primary ISIN: US2473617023	Primary SEDOL: B1W9D46	Proxy Level: 3
Shares Voted: 1,057	Votable Shares: 1,057	*Shares on Loan: 0	Shares Instructed: 1,057
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 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	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>							

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 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
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	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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. The company responded to the adverse impacts of the COVID-19 pandemic by significantly reducing the CEO's base salary during the year in review and by not awarding any annual incentive awards to executives, resulting in an alignment between CEO pay and company performance.</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 9.60 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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/04/2021	Auto-Approved	06/04/2021	957	957
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	06/04/2021	Auto-Approved	06/04/2021	100	100
Total Shares:							1,057	1,057

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Evercore Inc.

Meeting Date: 06/17/2021	Country: USA	Primary Security ID: 29977A105	Meeting ID: 1540608
Record Date: 04/23/2021	Meeting Type: Annual	Ticker: EVR	
Primary CUSIP: 29977A105	Primary ISIN: US29977A1051	Primary SEDOL: B1BHXZ2	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 Roger C. Altman	Mgmt	Yes	For	For	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 I. Beattie	Mgmt	Yes	For	For	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 Pamela G. Carlton	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 Ellen V. Futter	Mgmt	Yes	For	For	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 Gail B. 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>						
1.6	Elect Director Robert B. Millard	Mgmt	Yes	For	For	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 Willard J. Overlock, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Simon M. 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>						
1.9	Elect Director Ralph L. Schlosstein	Mgmt	Yes	For	For	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 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>						
1.11	Elect Director William J. 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>						
1.12	Elect Director Sarah K. 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>						
1.13	Elect Director Kendrick R. Wilson, 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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Evercore Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although some concerns are noted, 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
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/28/2021	Auto-Approved	05/28/2021	100	100
Total Shares:								100	100

Gates Industrial Corporation plc

Meeting Date: 06/17/2021	Country: United Kingdom	Primary Security ID: G39108108	Meeting ID: 1539389
Record Date: 04/23/2021	Meeting Type: Annual	Ticker: GTES	
Primary CUSIP: G39108108	Primary ISIN: GB00BD9G2S12	Primary SEDOL: BD9G2S1	Proxy Level: N/A
	Shares Voted: 1,619	Votable Shares: 1,619	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 1,619	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James W. Ireland, 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 Ivo Jurek	Mgmt	Yes	For	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 Julia C. Kahr	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Terry Klebe	Mgmt	Yes	For	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 Stephanie K. Mains	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Gates Industrial Corporation plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Wilson S. Neely	Mgmt	Yes	For	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 Neil P. Simpkins	Mgmt	Yes	For	Against	Against	Against
<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>							
1h	Elect Director Alicia 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>							
1i	Elect Director Peifang Zhang (Molly P. Zhang)	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Following last year's sizable IPO-related equity grants, CEO pay declined by more than a third. Long-term incentives for the CEO were half performance-based, though forward-looking goals were not disclosed, and the annual incentive program is based on pre-set, financial metrics. However, concerns are raised regarding incentive programs that warrant continued monitoring. While discretionary cash bonuses appear to be a one-time COVID-related decision, investors may expect more disclosure going forward regarding long-term incentive program goals and a potential cap on vesting in the event of negative TSR.</i>							
3	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: As the company is reporting as a U.S. domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the U.S. say-on-pay analysis. Accordingly, a vote FOR is warranted, with caution.</i>							
4	Appoint Deloitte & Touche LLP as Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.85 percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Appoint Deloitte LLP as UK Statutory Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.85 percent of the fees paid to the auditor are for non-audit purposes.</i>							
6	Authorize 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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/04/2021	Auto-Approved	06/04/2021	1,619	1,619
Total Shares:							1,619	1,619

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Merit Medical Systems, Inc.

Meeting Date: 06/17/2021	Country: USA	Primary Security ID: 589889104	Meeting ID: 1542335
Record Date: 04/20/2021	Meeting Type: Annual	Ticker: MMSI	
Primary CUSIP: 589889104	Primary ISIN: US5898891040	Primary SEDOL: 2580555	Proxy Level: 3
	Shares Voted: 2,273	Votable Shares: 2,273	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,273

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred P. Lampropoulos	Mgmt	Yes	For	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. Scott Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Lynne M. Ward	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 Stephen C. 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>							
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 shares reserved is relatively conservative; and- The offering 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: Although some concerns are noted, 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	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 33.48 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	06/03/2021	Auto-Approved	06/03/2021	2,273	2,273
Total Shares:							2,273	2,273

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Okta, Inc.

Meeting Date: 06/17/2021	Country: USA	Primary Security ID: 679295105	Meeting ID: 1543951
Record Date: 04/19/2021	Meeting Type: Annual	Ticker: OKTA	
Primary CUSIP: 679295105	Primary ISIN: US6792951054	Primary SEDOL: BDFZSP1	Proxy Level: 3
	Shares Voted: 20	Votable Shares: 20	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 20

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Todd McKinnon	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Todd McKinnon and Michael (Mike) Stankey given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A WITHHOLD vote is further warranted for incumbent nominating and governance committee member Michael (Mike) Stankey given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Michael Stankey	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Todd McKinnon and Michael (Mike) Stankey given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A WITHHOLD vote is further warranted for incumbent nominating and governance committee member Michael (Mike) Stankey given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. 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: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are entirely performance based with target incentives well below peer companies. However, long-term incentives lack performance criteria and increased significantly from the previous 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
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	06/03/2021	Auto-Approved	06/03/2021	20	20
Total Shares:							20	20

PVH Corp.

Meeting Date: 06/17/2021	Country: USA	Primary Security ID: 693656100	Meeting ID: 1544552
Record Date: 04/20/2021	Meeting Type: Annual	Ticker: PVH	
Primary CUSIP: 693656100	Primary ISIN: US6936561009	Primary SEDOL: B3V9F12	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 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 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.							
1b	Elect Director George Cheeks	Mgmt	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	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director 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 Stefan Larsson	Mgmt	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 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.							
1g	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.							
1h	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.							
1i	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.							
1j	Elect Director Allison Peterson	Mgmt	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 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.							
1l	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. The company's changes to the annual bonus were reasonable, which decreased the target payout opportunity for each executive and capped the CEO's payout at his original target bonus opportunity. The annual bonus payout also remained entirely based on a financial metric. In the LTI program, half of the annual grant was in performance-conditioned equity which utilized a multi-year performance period with rigorous goals. In addition, for the second consecutive year a prior PSU grant did not vest when performance goals were not met.							

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Reporting Period: 07/01/2020 to 06/30/2021
 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		
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 17.65 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	06/07/2021	Auto-Approved	06/07/2021	3	3
Total Shares:							3	3	

Rexford Industrial Realty, Inc.

Meeting Date: 06/17/2021	Country: USA	Primary Security ID: 76169C100	Meeting ID: 1542358
Record Date: 04/16/2021	Meeting Type: Annual	Ticker: REXR	
Primary CUSIP: 76169C100	Primary ISIN: US76169C1009	Primary SEDOL: BC9ZHL9	Proxy Level: 3
Shares Voted: 2,470		Votable Shares: 2,470	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 2,470

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert L. Antin	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 Michael S. Frankel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director Diana J. Ingram	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director Debra L. Morris	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.5	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>							
1.6	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>							
1.7	Elect Director Howard Schwimmer	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: 07/01/2020 to 06/30/2021
 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
1.8	Elect Director Richard S. Ziman	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	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 32.84 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 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
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	05/25/2021	Auto-Approved	05/25/2021	2,470	2,470
Total Shares:							2,470	2,470

W. P. Carey Inc.

Meeting Date: 06/17/2021	Country: USA	Primary Security ID: 92936U109	Meeting ID: 1525902
Record Date: 03/25/2021	Meeting Type: Annual	Ticker: WPC	
Primary CUSIP: 92936U109	Primary ISIN: US92936U1097	Primary SEDOL: B826YT8	Proxy Level: 3
Total Ballots: 1	Shares Voted: 282	Votable Shares: 282	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 282

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Alexander	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Tonit M. Calaway	Mgmt	Yes	For	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 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>							
1d	Elect Director Robert J. Flanagan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

W. P. Carey Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Jason E. Fox	Mgmt	Yes	For	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 Axel K.A. Hansing	Mgmt	Yes	For	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 Jean Hoysradt	Mgmt	Yes	For	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 Margaret G. Lewis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Christopher J. Niehaus	Mgmt	Yes	For	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 Nick J.M. van Ommen	Mgmt	Yes	For	For	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. Short-term incentives are based on financial performance, and long-term incentives are half performance-based.</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 4.26 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	06/03/2021	Auto-Approved	06/03/2021	282	282
Total Shares:							282	282

Grubhub Inc.

Meeting Date: 06/18/2021	Country: USA	Primary Security ID: 400110102	Meeting ID: 1540500
Record Date: 04/21/2021	Meeting Type: Annual	Ticker: GRUB.XX1	
Primary CUSIP: 400110102	Primary ISIN: US4001101025	Primary SEDOL: BKY7XF2	Proxy Level: 3

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Grubhub Inc.

Shares Voted: 84 **Votable Shares:** 84 ***Shares on Loan:** 0 **Shares Instructed:** 84
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Katrina Lake	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Brian McAndrews, Matthew Maloney, and Katrina Lake given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Matthew Maloney	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Brian McAndrews, Matthew Maloney, and Katrina Lake given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Brian McAndrews	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 director nominees Brian McAndrews, Matthew Maloney, and Katrina Lake 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 Crowe 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 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	05/24/2021	Auto-Approved	05/24/2021	84	84
Total Shares:							84	84

Keurig Dr Pepper Inc.

Meeting Date: 06/18/2021 **Country:** USA **Primary Security ID:** 49271V100 **Meeting ID:** 1542326
Record Date: 04/19/2021 **Meeting Type:** Annual **Ticker:** KDP
Primary CUSIP: 49271V100 **Primary ISIN:** US49271V1008 **Primary SEDOL:** BD3W133 **Proxy Level:** 3

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

Keurig Dr Pepper Inc.

Shares Voted: 185 **Votable Shares:** 185 ***Shares on Loan:** 0 **Shares Instructed:** 185
Total Ballots: 1 **Voting Policy:** UUA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Robert J. Gamgort	Mgmt	Yes	For	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 Olivier Goudet	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Peter Harf	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Juliette Hickman	Mgmt	Yes	For	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 Genevieve Hovde	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1F	Elect Director Paul S. Michaels	Mgmt	Yes	For	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 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>						
1H	Elect Director Gerhard Pleuhs	Mgmt	Yes	For	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 Lubomira Rochet	Mgmt	Yes	For	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 Debra Sandler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Robert Singer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1L	Elect Director Justine Tan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Nelson Urdaneta	Mgmt	Yes	For	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 Larry 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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Keurig Dr Pepper Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: Although concern is noted about a substantial one-time equity award, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Short-term incentives were entirely based on pre-set financial objectives and a majority of the CEO's one-time equity grant was performance-based.									
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 21.11 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	06/07/2021	Auto-Approved	06/07/2021	185	185
Total Shares:								185	185

Activision Blizzard, Inc.

Meeting Date: 06/21/2021	Country: USA	Primary Security ID: 00507V109	Meeting ID: 1542269
Record Date: 04/19/2021	Meeting Type: Annual	Ticker: ATVI	
Primary CUSIP: 00507V109	Primary ISIN: US00507V1098	Primary SEDOL: 2575818	Proxy Level: 3
	Shares Voted: 892	Votable Shares: 892	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 892	

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. 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 Hendrik Hartong, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
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>							

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Activision Blizzard, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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>							
1h	Elect Director Peter Nolan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
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: Following low support for this proposal last year, the committee demonstrated adequate responsiveness by disclosing shareholder engagement and feedback as well as certain improvements to the pay program. Nevertheless, there are pay-for-performance concerns for the year in review. Specifically, the CEO's equity awards granted in 2020 are outsized compared to the median total pay of peers. In addition to his "2020 Long-Term Performance Grant," Kotick received his "2021 Long-Term Performance Grant" in 2020, although his amended agreement already provides eligibility for an additional award in 2021. The vesting of the 2021 Long-Term Performance Grant was accelerated at the maximum performance level due to the triggering of the Shareholder Value Creation Incentive condition. Concerns are also raised regarding COO Alegre's compensation. Per his employment agreement, his base salary is set well above the company's peer median for the CEO position, and his target annual incentive may increase to up to double the initial target opportunity. Further, the first tranche of most of Alegre's sign-on equity awards depended on metrics that were duplicated in the STI program, which provided multiple payouts for the same short-term achievement. Lastly, the company entered into an employment agreement with the COO that provides a problematic life insurance perquisite to the executive's spouse. In light of these concerns, a vote AGAINST this proposal is warranted.</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 27.01 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	06/02/2021	Auto-Approved	06/02/2021	892	892
Total Shares:							892	892

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

MAG Silver Corp.

Meeting Date: 06/21/2021	Country: Canada	Primary Security ID: 55903Q104	Meeting ID: 1533116
Record Date: 05/10/2021	Meeting Type: Annual/Special	Ticker: MAG	
Primary CUSIP: 55903Q104	Primary ISIN: CA55903Q1046	Primary SEDOL: 2581332	Proxy Level: 3
	Shares Voted: 2,191	Votable Shares: 2,191	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 2,191

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter D. Barnes	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Peter Barnes, Jill Leversage and Selma Lussenburg for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.</i>						
1.2	Elect Director George N. Paspalas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Peter Barnes, Jill Leversage and Selma Lussenburg for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.</i>						
1.3	Elect Director Tim Baker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Peter Barnes, Jill Leversage and Selma Lussenburg for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.</i>						
1.4	Elect Director Jill D. Leversage	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Peter Barnes, Jill Leversage and Selma Lussenburg for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.</i>						
1.5	Elect Director Selma Lussenburg	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Peter Barnes, Jill Leversage and Selma Lussenburg for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.</i>						
1.6	Elect Director Daniel T. MacInnis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Peter Barnes, Jill Leversage and Selma Lussenburg for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.</i>						
1.7	Elect Director Susan F. Mathieu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Peter Barnes, Jill Leversage and Selma Lussenburg for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.</i>						
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	05/28/2021	Auto-Approved	05/28/2021	2,191	2,191
Total Shares:							2,191	2,191

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

Airbnb, Inc.

Meeting Date: 06/22/2021	Country: USA	Primary Security ID: 009066101	Meeting ID: 1542271
Record Date: 04/23/2021	Meeting Type: Annual	Ticker: ABNB	
Primary CUSIP: 009066101	Primary ISIN: US0090661010	Primary SEDOL: BMGYH4	Proxy Level: 3
	Shares Voted: 1,081	Votable Shares: 1,081	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 1,081

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Angela Ahrendts	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Brian Chesky, Kenneth (Ken) Chenault, and Angela Ahrendts given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Brian Chesky	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Brian Chesky, Kenneth (Ken) Chenault, and Angela Ahrendts given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Kenneth Chenault	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Brian Chesky, Kenneth (Ken) Chenault, and Angela Ahrendts given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.65 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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Concerns regarding the large time-vesting equity awards are mitigated, as the awards were primarily made in connection with the company's recent IPO. Additionally, although the STI program was modified due to the pandemic, the actual payouts were well below the original targets. Investors may expect incentive programs be more strongly performance-based with pre-set goals going forward. However, the CEO's front-loaded RSUs intended to cover a ten-year period raises significant concerns. Although the award vesting requires significant stock price growth, such large awards can limit the committee's ability to adjust pay in the event of unexpected decline in performance.</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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	06/10/2021	Auto-Approved	06/10/2021	1,081	1,081
Total Shares:							1,081	1,081

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

Airbnb, Inc.

Dell Technologies Inc.

Meeting Date: 06/22/2021	Country: USA	Primary Security ID: 24703L202	Meeting ID: 1545813
Record Date: 04/26/2021	Meeting Type: Annual	Ticker: DELL	
Primary CUSIP: 24703L202	Primary ISIN: US24703L2025	Primary SEDOL: BHKD3S6	Proxy Level: 3
	Shares Voted: 233	Votable Shares: 233	*Shares on Loan: 0
Total Ballots: 2	Voting Policy: UUA		Shares Instructed: 233

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 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 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>						
1.3	Elect Director Egon Durban	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 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>						
1.4	Elect Director William D. Green	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 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>						
1.5	Elect Director Simon Patterson	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 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>						
1.6	Elect Director Lynn M. Vojvodich	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 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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 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Dell Technologies Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Ellen J. Kullman	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 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>							
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 4.18 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	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	06/04/2021	Auto-Approved	06/04/2021	127	127
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	06/04/2021	Auto-Approved	06/04/2021	106	106
Total Shares:							233	233

DoorDash, Inc.

Meeting Date: 06/22/2021	Country: USA	Primary Security ID: 25809K105	Meeting ID: 1541738
Record Date: 04/23/2021	Meeting Type: Annual	Ticker: DASH	
Primary CUSIP: 25809K105	Primary ISIN: US25809K1051	Primary SEDOL: BN13P03	Proxy Level: 3
Shares Voted: 1,389		Votable Shares: 1,389	*Shares on Loan: 0
Total Ballots: 1		Shares Instructed: 1,389	
Voting Policy: UUA			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tony Xu	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent director nominee Tony Xu is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure and the classified board structure, each of which adversely impacts shareholder rights. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: 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: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

DoorDash, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against		
Voting Policy Rationale: A vote AGAINST this proposal is warranted. The CEO's pay was very high at \$413.7 million, primarily as a result of large performance share awards granted prior to or in connection with the company's initial public offering. Significant concerns are raised regarding the fact that the shares underlying such awards may be exchanged for an equivalent number of shares with superior voting rights.									
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078		6728029078	Confirmed	Auto-Instructed	06/10/2021	Auto-Approved	06/10/2021	1,389	1,389
Total Shares:								1,389	1,389

Seabridge Gold Inc.

Meeting Date: 06/24/2021	Country: Canada	Primary Security ID: 811916105	Meeting ID: 1520984
Record Date: 05/06/2021	Meeting Type: Annual	Ticker: SEA	
Primary CUSIP: 811916105	Primary ISIN: CA8119161054	Primary SEDOL: 2246459	Proxy Level: 1
Total Ballots: 1	Shares Voted: 258	Votable Shares: 258	*Shares on Loan: 0
	Voting Policy: UUA		Shares Instructed: 258

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Trace Arlaud	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
1.2	Elect Director Rudi P. Fronk	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
1.3	Elect Director Eliseo Gonzalez-Urien	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
1.4	Elect Director Richard C. Kraus	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
1.5	Elect Director Jay S. Layman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Seabridge Gold Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Melanie R. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
1.7	Elect Director Clement A. Pelletier	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
1.8	Elect Director John W. Sabine	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
1.9	Elect Director Gary A. Sugar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (19 percent) were reasonable relative to total fees paid to the auditor.</i>							
3	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (19 percent) were reasonable relative to total fees paid to the auditor.</i>							
4	Other Business	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Vote AGAINST this resolution as the content of the issues that may be raised under this blanket approval item is not known 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	06/04/2021	Auto-Approved	06/04/2021	258	258
Total Shares:							258	258

The Kroger Co.

Meeting Date: 06/24/2021	Country: USA	Primary Security ID: 501044101	Meeting ID: 1546076
Record Date: 04/26/2021	Meeting Type: Annual	Ticker: KR	
Primary CUSIP: 501044101	Primary ISIN: US5010441013	Primary SEDOL: 2497406	Proxy Level: 3
Shares Voted: 1,269		Votable Shares: 1,269	*Shares on Loan: 0
Total Ballots: 1		Voting Policy: UUA	Shares Instructed: 1,269

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

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Kroger Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Kevin 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 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 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 W. Rodney McMullen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Clyde R. Moore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director 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>						
1h	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	Mgmt	Yes	For	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 Ashok Vemuri	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The STI program is primarily based on pre-set financial goals, and the COVID-related overachievement in Q1 was separated from the annual results. Additionally, while the forward-looking goals remain undisclosed, the equity awards are half performance-based with multi-year goals and limited upside potential, and the pay outcomes were aligned with TSR performance.</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 additional disclosure on metrics and targets related to the use of plastic packaging would allow shareholders to better assess the company's management of associated financial, environmental, and reputational 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	06/04/2021	Auto-Approved	06/04/2021	1,269	1,269

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

The Kroger Co.

Total Shares: 1,269 1,269

Twitter, Inc.

Meeting Date: 06/24/2021 **Country:** USA **Primary Security ID:** 90184L102 **Meeting ID:** 1531654
Record Date: 04/05/2021 **Meeting Type:** Annual **Ticker:** TWTR

Primary CUSIP: 90184L102 **Primary ISIN:** US90184L1026 **Primary SEDOL:** BFLR866 **Proxy Level:** 3

Shares Voted: 1,450 **Votable Shares:** 1,450 ***Shares on Loan:** 0 **Shares Instructed:** 1,450

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jesse 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>						
1b	Elect Director Martha Lane Fox	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 Fei-Fei Li	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Rosenblatt	Mgmt	Yes	For	For	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 given the duplicate metrics used in the short and long-term incentive programs, 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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
4	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 32.01 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</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>						

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Twitter, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
6	Report on Climate Change *Withdrawn Resolution*	SH	No						
Voting Policy Rationale: Withdrawn									
7	Require Independent Director Nominee with Human and/or Civil Rights Experience	SH	Yes	Against	Against	For	For		
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 Twitter given the human rights risks of its current general operations. Such a director could enhance the board's oversight of human rights-related risks.									
Ballot Details									
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082		6728029082	Confirmed	Auto-Instructed	05/29/2021	Auto-Approved	05/29/2021	1,450	1,450
Total Shares:								1,450	1,450

Ultragenyx Pharmaceutical Inc.

Meeting Date: 06/24/2021	Country: USA	Primary Security ID: 90400D108	Meeting ID: 1541406
Record Date: 04/26/2021	Meeting Type: Annual	Ticker: RARE	
Primary CUSIP: 90400D108	Primary ISIN: US90400D1081	Primary SEDOL: BJ62Z18	Proxy Level: 3
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
1a	Elect Director Deborah Dunsire	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Michael Narachi	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 Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.47 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 given that the company demonstrated sufficient responsiveness to shareholder concerns following last year's low say-on-pay support. In addition, 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
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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Ultragenyx Pharmaceutical 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	06/08/2021	Auto-Approved	06/08/2021	789	789
Total Shares:							789	789

Shockwave Medical, Inc.

Meeting Date: 06/25/2021	Country: USA	Primary Security ID: 82489T104	Meeting ID: 1541255
Record Date: 04/28/2021	Meeting Type: Annual	Ticker: SWAV	
Primary CUSIP: 82489T104	Primary ISIN: US82489T1043	Primary SEDOL: BHLNZ89	Proxy Level: 3
	Shares Voted: 647	Votable Shares: 647	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA	Shares Instructed: 647	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Antoine Papiernik	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominee Antoine Papiernik 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.							
1.2	Elect Director Sara Toyloy	Mgmt	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 12.91 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. Although the annual bonus consists of pre-set objective metrics, the proxy does not disclose goal targets or actual performance of these metrics. Furthermore, the compensation committee used its discretion to increase payout without providing a reconciliation regarding what payout would have been or other specifics about the adjustment. In addition, the annual equity grant consists entirely of time-vested equity.							
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. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructor Name	Date Instructed	Approver Name	Date Approved	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	06/11/2021	Auto-Approved	06/11/2021	647	647
Total Shares:							647	647

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Reporting Period: 07/01/2020 to 06/30/2021
 Location(s): Unitarian Universalist Association
 Institution Account(s): All Institution Accounts

Shockwave Medical, Inc.

United Therapeutics Corporation

Meeting Date: 06/25/2021	Country: USA	Primary Security ID: 91307C102	Meeting ID: 1541099
Record Date: 04/30/2021	Meeting Type: Annual	Ticker: UTHR	
Primary CUSIP: 91307C102	Primary ISIN: US91307C1027	Primary SEDOL: 2430412	Proxy Level: 3
	Shares Voted: 31	Votable Shares: 31	*Shares on Loan: 0
Total Ballots: 1	Voting Policy: UUA		Shares Instructed: 31

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine 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 Ray Kurzweil	Mgmt	Yes	For	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 Maxwell	Mgmt	Yes	For	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 Martine Rothblatt	Mgmt	Yes	For	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 Louis 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. The committee adequately responded to last year's failed say-on-pay vote, by engaging with shareholders and implementing changes in response to investor feedback. Pay-for-performance concerns are also sufficiently mitigated. Although the CEO's base salary is relatively high, NEO pay normalized following the prior year's front-loaded equity awards. Further, annual incentives were based on pre-set objective metrics, with a rigorous revenue target established for FY20 as well as FY21.</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 only 13.14 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	06/10/2021	Auto-Approved	06/10/2021	31	31
Total Shares:							31	31

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Reporting Period: 07/01/2020 to 06/30/2021
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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